"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.: 2015-5486
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 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 27.40
II
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 22.95
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.19
Mechanic (Research Facility)
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: 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))."

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Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5487
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 County of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.65
01035 - Court Reporter		19.50
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		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		13.25
01112 - General Clerk II		14.45

01113 - General Clerk III	16.22
01120 - Housing Referral Assistant	18.69
01141 - Messenger Courier	12.73
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	15.48
01262 - Personnel Assistant (Employment) II	17.33
01263 - Personnel Assistant (Employment) III	19.31
01270 - Production Control Clerk	20.58
01290 - Rental Clerk	13.84
01300 - Scheduler Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	16.76
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	19.96
01410 - Supply Technician	22.65
01420 - Survey Worker	13.39
01460 - Switchboard Operator/Receptionist	12.32
01531 - Travel Clerk I	14.17
01532 - Travel Clerk II	15.04
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.06
05010 - Automotive Electrician	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	12.41
05400 - Transmission Repair Specialist	20.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.16
07041 - Cook I	13.24
07042 - Cook II	15.34
07070 - Dishwasher	10.38
07130 - Food Service Worker	10.55
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	10.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43

09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer Minor	17.55
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.45
11060 - Elevator Operator	12.60
11090 - Gardener	19.48
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	12.37
11260 - Pruner	13.28
11270 - Tractor Operator	17.94
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	16.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.60
12011 - Breath Alcohol Technician	19.51
12012 - Certified Occupational Therapist Assistant	26.76
12015 - Certified Physical Therapist Assistant	28.55
12020 - Dental Assistant	16.25
12025 - Dental Hygienist	33.80
12030 - EKG Technician	29.56
12035 - Electroneurodiagnostic Technologist	29.56
12040 - Emergency Medical Technician	18.60
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.74
12100 - Medical Assistant	16.58
12130 - Medical Laboratory Technician	18.77
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	17.44
12210 - Nuclear Medicine Technologist	42.56
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.22
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	17.23
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	17.60
12280 - Phlebotomist	14.15
12305 - Radiologic Technologist	29.40
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)		24.16
12320 - Substance Abuse Treatment Counselor		30.45
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		13.84
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.54
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		17.38
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		25.21
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		28.22
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		22.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.94

15086 - Maintenance Test Pilot Rotary Wing 40.94
15088 - Non-Maintenance Test/Co-Pilot 40.94
15090 - Technical Instructor 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) 20.31
19040 - Tool And Die Maker 25.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 20.58
21040 - Material Expediter 20.58
21050 - Material Handling Laborer 13.93
21071 - Order Filler 13.87
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 15.78
21130 - Shipping/Receiving Clerk 15.78
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 28.75
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.98
23040 - Aircraft Mechanic Helper 20.12
23050 - Aircraft Painter 27.02
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 27.02
23080 - Aircraft Worker 24.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.75
23110 - Appliance Mechanic 19.02

23120 - Bicycle Repairer 16.43
23125 - Cable Splicer 35.56
23130 - Carpenter Maintenance 17.48
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 24.12
23181 - Electronics Technician Maintenance I 21.64
23182 - Electronics Technician Maintenance II 23.70
23183 - Electronics Technician Maintenance III 25.21
23260 - Fabric Worker 17.72
23290 - Fire Alarm System Mechanic 21.61
23310 - Fire Extinguisher Repairer 16.43
23311 - Fuel Distribution System Mechanic 25.94
23312 - Fuel Distribution System Operator 19.72
23370 - General Maintenance Worker 16.66
23380 - Ground Support Equipment Mechanic 28.75
23381 - Ground Support Equipment Servicer 23.36
23382 - Ground Support Equipment Worker 24.92
23391 - Gunsmith I 16.43
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.96
23430 - Heavy Equipment Mechanic 26.23
23440 - Heavy Equipment Operator 21.69
23460 - Instrument Mechanic 23.00
23465 - Laboratory/Shelter Mechanic 20.31
23470 - Laborer 13.93
23510 - Locksmith 20.31
23530 - Machinery Maintenance Mechanic 20.97
23550 - Machinist Maintenance 20.65
23580 - Maintenance Trades Helper 14.17
23591 - Metrology Technician I 23.00
23592 - Metrology Technician II 24.38
23593 - Metrology Technician III 25.51
23640 - Millwright 22.04
23710 - Office Appliance Repairer 22.14
23760 - Painter Maintenance 18.43
23790 - Pipefitter Maintenance 25.70
23810 - Plumber Maintenance 24.15
23820 - Pneudraulic Systems Mechanic 21.61
23850 - Rigger 21.61
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 21.05
23910 - Small Engine Mechanic 19.03
23931 - Telecommunications Mechanic I 29.81
23932 - Telecommunications Mechanic II 31.60
23950 - Telephone Lineman 21.41
23960 - Welder Combination Maintenance 17.45

23965 - Well Driller	21.61
23970 - Woodcraft Worker	21.61
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24550 - Case Manager	13.33
24570 - Child Care Attendant	10.44
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	13.33
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	16.10
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	16.10
27102 - Guard II	18.83
27131 - Police Officer I	23.34
27132 - Police Officer II	25.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.73
28043 - Carnival Worker	9.36
28210 - Gate Attendant/Gate Tender	16.05
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	17.95
28510 - Recreation Aide/Health Facility Attendant	13.10
28515 - Recreation Specialist	20.80
28630 - Sports Official	14.30
28690 - Swimming Pool Operator	15.91
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 17.48
30022 - Archeological Technician II 19.56
30023 - Archeological Technician III 24.22
30030 - Cartographic Technician 24.22
30040 - Civil Engineering Technician 20.66
30051 - Cryogenic Technician I 26.52
30052 - Cryogenic Technician II 29.29
30061 - Drafter/CAD Operator I 17.48
30062 - Drafter/CAD Operator II 19.56
30063 - Drafter/CAD Operator III 21.80
30064 - Drafter/CAD Operator IV 26.83
30081 - Engineering Technician I 15.57
30082 - Engineering Technician II 17.48
30083 - Engineering Technician III 19.56
30084 - Engineering Technician IV 24.22
30085 - Engineering Technician V 29.64
30086 - Engineering Technician VI 35.86
30090 - Environmental Technician 23.95
30095 - Evidence Control Specialist 23.95
30210 - Laboratory Technician 21.54
30221 - Latent Fingerprint Technician I 26.52
30222 - Latent Fingerprint Technician II 29.29
30240 - Mathematical Technician 24.22
30361 - Paralegal/Legal Assistant I 18.47
30362 - Paralegal/Legal Assistant II 22.87
30363 - Paralegal/Legal Assistant III 27.98
30364 - Paralegal/Legal Assistant IV 33.85
30375 - Petroleum Supply Specialist 29.29
30390 - Photo-Optics Technician 24.22
30395 - Radiation Control Technician 29.29
30461 - Technical Writer I 23.95
30462 - Technical Writer II 29.29
30463 - Technical Writer III 35.43
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 26.83
30502 - Weather Forecaster II 32.64
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.80
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.16
31030 - Bus Driver 18.19
31043 - Driver Courier 13.99
31260 - Parking and Lot Attendant 11.24
31290 - Shuttle Bus Driver 15.19

31310 - Taxi Driver	14.26
31361 - Truckdriver Light	15.19
31362 - Truckdriver Medium	16.84
31363 - Truckdriver Heavy	19.66
31364 - Truckdriver Tractor-Trailer	19.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.85
99050 - Desk Clerk	11.79
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	21.13
99310 - Mortician	33.91
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.21
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.29
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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))."

"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.: 2015-5488
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 County of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.65
01035 - Court Reporter		19.50
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		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.10

01090 - Duplicating Machine Operator	14.10
01111 - General Clerk I	13.25
01112 - General Clerk II	14.45
01113 - General Clerk III	16.22
01120 - Housing Referral Assistant	18.69
01141 - Messenger Courier	12.73
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	15.48
01262 - Personnel Assistant (Employment) II	17.33
01263 - Personnel Assistant (Employment) III	19.31
01270 - Production Control Clerk	20.58
01290 - Rental Clerk	13.84
01300 - Scheduler Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	16.76
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	19.96
01410 - Supply Technician	22.65
01420 - Survey Worker	13.39
01460 - Switchboard Operator/Receptionist	12.32
01531 - Travel Clerk I	14.17
01532 - Travel Clerk II	15.04
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.06
05010 - Automotive Electrician	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	12.41
05400 - Transmission Repair Specialist	20.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.16
07041 - Cook I	13.24
07042 - Cook II	15.34
07070 - Dishwasher	10.38
07130 - Food Service Worker	10.55
07210 - Meat Cutter	15.32

07260 - Waiter/Waitress	10.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer Minor	17.55
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.45
11060 - Elevator Operator	12.60
11090 - Gardener	19.48
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	12.37
11260 - Pruner	13.28
11270 - Tractor Operator	17.94
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	16.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.60
12011 - Breath Alcohol Technician	19.51
12012 - Certified Occupational Therapist Assistant	26.76
12015 - Certified Physical Therapist Assistant	28.55
12020 - Dental Assistant	16.25
12025 - Dental Hygienist	33.80
12030 - EKG Technician	29.56
12035 - Electroneurodiagnostic Technologist	29.56
12040 - Emergency Medical Technician	18.60
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.74
12100 - Medical Assistant	16.58
12130 - Medical Laboratory Technician	18.77
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	17.44
12210 - Nuclear Medicine Technologist	42.56
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.22
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	17.23
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	17.60
12280 - Phlebotomist	14.15
12305 - Radiologic Technologist	29.40
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)		24.16
12320 - Substance Abuse Treatment Counselor		30.45
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		13.84
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.54
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		17.38
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		25.21
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		28.22

15070 - Flight Instructor (Pilot) 42.72
15080 - Graphic Artist 22.02
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.94
15086 - Maintenance Test Pilot Rotary Wing 40.94
15088 - Non-Maintenance Test/Co-Pilot 40.94
15090 - Technical Instructor 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) 20.31
19040 - Tool And Die Maker 25.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 20.58
21040 - Material Expediter 20.58
21050 - Material Handling Laborer 13.93
21071 - Order Filler 13.87
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 15.78
21130 - Shipping/Receiving Clerk 15.78
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 23.36
23021 - Aircraft Mechanic I 28.75
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.98
23040 - Aircraft Mechanic Helper 20.12
23050 - Aircraft Painter 27.02
23060 - Aircraft Servicer 23.36
23070 - Aircraft Survival Flight Equipment Technician 27.02
23080 - Aircraft Worker 24.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.75
23110 - Appliance Mechanic 19.02
23120 - Bicycle Repairer 16.43
23125 - Cable Splicer 35.56
23130 - Carpenter Maintenance 17.48
23140 - Carpet Layer 19.03
23160 - Electrician Maintenance 24.12
23181 - Electronics Technician Maintenance I 21.64
23182 - Electronics Technician Maintenance II 23.70
23183 - Electronics Technician Maintenance III 25.21
23260 - Fabric Worker 17.72
23290 - Fire Alarm System Mechanic 21.61
23310 - Fire Extinguisher Repairer 16.43
23311 - Fuel Distribution System Mechanic 25.94
23312 - Fuel Distribution System Operator 19.72
23370 - General Maintenance Worker 16.66
23380 - Ground Support Equipment Mechanic 28.75
23381 - Ground Support Equipment Servicer 23.36
23382 - Ground Support Equipment Worker 24.92
23391 - Gunsmith I 16.43
23392 - Gunsmith II 19.03
23393 - Gunsmith III 21.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.96
23430 - Heavy Equipment Mechanic 26.23
23440 - Heavy Equipment Operator 21.69
23460 - Instrument Mechanic 23.00
23465 - Laboratory/Shelter Mechanic 20.31
23470 - Laborer 13.93
23510 - Locksmith 20.31
23530 - Machinery Maintenance Mechanic 20.97
23550 - Machinist Maintenance 20.65
23580 - Maintenance Trades Helper 14.17
23591 - Metrology Technician I 23.00
23592 - Metrology Technician II 24.38
23593 - Metrology Technician III 25.51
23640 - Millwright 22.04
23710 - Office Appliance Repairer 22.14
23760 - Painter Maintenance 18.43
23790 - Pipefitter Maintenance 25.70
23810 - Plumber Maintenance 24.15
23820 - Pneudraulic Systems Mechanic 21.61
23850 - Rigger 21.61
23870 - Scale Mechanic 19.03
23890 - Sheet-Metal Worker Maintenance 21.05
23910 - Small Engine Mechanic 19.03
23931 - Telecommunications Mechanic I 29.81

23932 - Telecommunications Mechanic II 31.60
23950 - Telephone Lineman 21.41
23960 - Welder Combination Maintenance 17.45
23965 - Well Driller 21.61
23970 - Woodcraft Worker 21.61
23980 - Woodworker 16.43
24000 - Personal Needs Occupations
24550 - Case Manager 13.33
24570 - Child Care Attendant 10.44
24580 - Child Care Center Clerk 13.02
24610 - Chore Aide 11.86
24620 - Family Readiness And Support Services Coordinator 13.33
24630 - Homemaker 13.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.82
25040 - Sewage Plant Operator 20.91
25070 - Stationary Engineer 25.82
25190 - Ventilation Equipment Tender 17.29
25210 - Water Treatment Plant Operator 20.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.83
27007 - Baggage Inspector 16.10
27008 - Corrections Officer 19.80
27010 - Court Security Officer 19.30
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 19.80
27070 - Firefighter 18.02
27101 - Guard I 16.10
27102 - Guard II 18.83
27131 - Police Officer I 23.34
27132 - Police Officer II 25.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.65
28042 - Carnival Equipment Repairer 13.73
28043 - Carnival Worker 9.36
28210 - Gate Attendant/Gate Tender 16.05
28310 - Lifeguard 11.17
28350 - Park Attendant (Aide) 17.95
28510 - Recreation Aide/Health Facility Attendant 13.10
28515 - Recreation Specialist 20.80
28630 - Sports Official 14.30
28690 - Swimming Pool Operator 15.91
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 17.48
30022 - Archeological Technician II 19.56
30023 - Archeological Technician III 24.22
30030 - Cartographic Technician 24.22
30040 - Civil Engineering Technician 20.66
30051 - Cryogenic Technician I 26.52
30052 - Cryogenic Technician II 29.29
30061 - Drafter/CAD Operator I 17.48
30062 - Drafter/CAD Operator II 19.56
30063 - Drafter/CAD Operator III 21.80
30064 - Drafter/CAD Operator IV 26.83
30081 - Engineering Technician I 15.57
30082 - Engineering Technician II 17.48
30083 - Engineering Technician III 19.56
30084 - Engineering Technician IV 24.22
30085 - Engineering Technician V 29.64
30086 - Engineering Technician VI 35.86
30090 - Environmental Technician 23.95
30095 - Evidence Control Specialist 23.95
30210 - Laboratory Technician 21.54
30221 - Latent Fingerprint Technician I 26.52
30222 - Latent Fingerprint Technician II 29.29
30240 - Mathematical Technician 24.22
30361 - Paralegal/Legal Assistant I 18.47
30362 - Paralegal/Legal Assistant II 22.87
30363 - Paralegal/Legal Assistant III 27.98
30364 - Paralegal/Legal Assistant IV 33.85
30375 - Petroleum Supply Specialist 29.29
30390 - Photo-Optics Technician 24.22
30395 - Radiation Control Technician 29.29
30461 - Technical Writer I 23.95
30462 - Technical Writer II 29.29
30463 - Technical Writer III 35.43
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 26.83
30502 - Weather Forecaster II 32.64
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.80
30621 - Weather Observer Senior (see 2) 24.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.16
31030 - Bus Driver 18.19

31043 - Driver Courier	13.99
31260 - Parking and Lot Attendant	11.24
31290 - Shuttle Bus Driver	15.19
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	15.19
31362 - Truckdriver Medium	16.84
31363 - Truckdriver Heavy	19.66
31364 - Truckdriver Tractor-Trailer	19.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.85
99050 - Desk Clerk	11.79
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	21.13
99310 - Mortician	33.91
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.21
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.29
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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: 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

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.: 2015-5489
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: Utah

Area: Utah Counties of Salt Lake Tooele

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.20
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.09
01020 - Administrative Assistant		27.48
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		13.92
01042 - Customer Service Representative II		15.19
01043 - Customer Service Representative III		17.06
01051 - Data Entry Operator I		16.34
01052 - Data Entry Operator II		17.82
01060 - Dispatcher Motor Vehicle		20.11
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		13.69
01112 - General Clerk II		14.94

01113 - General Clerk III	16.78
01120 - Housing Referral Assistant	20.93
01141 - Messenger Courier	15.74
01191 - Order Clerk I	16.58
01192 - Order Clerk II	18.08
01261 - Personnel Assistant (Employment) I	16.78
01262 - Personnel Assistant (Employment) II	18.76
01263 - Personnel Assistant (Employment) III	20.91
01270 - Production Control Clerk	22.78
01290 - Rental Clerk	13.99
01300 - Scheduler Maintenance	16.80
01311 - Secretary I	16.80
01312 - Secretary II	18.78
01313 - Secretary III	20.93
01320 - Service Order Dispatcher	17.97
01410 - Supply Technician	27.48
01420 - Survey Worker	16.79
01460 - Switchboard Operator/Receptionist	14.60
01531 - Travel Clerk I	16.49
01532 - Travel Clerk II	17.51
01533 - Travel Clerk III	18.35
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	22.83
05010 - Automotive Electrician	19.29
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	15.59
05130 - Motor Equipment Metal Mechanic	20.52
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	20.52
05220 - Motor Vehicle Mechanic Helper	14.36
05250 - Motor Vehicle Upholstery Worker	16.82
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	19.29
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	20.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.52
07041 - Cook I	14.57
07042 - Cook II	16.88
07070 - Dishwasher	10.66
07130 - Food Service Worker	13.40
07210 - Meat Cutter	17.48
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.08

09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	18.87
09090 - Furniture Refinisher Helper	14.05
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.25
11060 - Elevator Operator	13.25
11090 - Gardener	21.68
11122 - Housekeeping Aide	11.67
11150 - Janitor	11.67
11210 - Laborer Grounds Maintenance	16.48
11240 - Maid or Houseman	12.34
11260 - Pruner	14.73
11270 - Tractor Operator	19.97
11330 - Trail Maintenance Worker	16.48
11360 - Window Cleaner	13.05
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	21.64
12012 - Certified Occupational Therapist Assistant	29.70
12015 - Certified Physical Therapist Assistant	28.44
12020 - Dental Assistant	18.04
12025 - Dental Hygienist	35.78
12030 - EKG Technician	30.49
12035 - Electroneurodiagnostic Technologist	30.49
12040 - Emergency Medical Technician	18.07
12071 - Licensed Practical Nurse I	20.74
12072 - Licensed Practical Nurse II	23.21
12073 - Licensed Practical Nurse III	25.87
12100 - Medical Assistant	17.59
12130 - Medical Laboratory Technician	20.70
12160 - Medical Record Clerk	18.94
12190 - Medical Record Technician	21.18
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	42.81
12221 - Nursing Assistant I	12.14
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.89
12224 - Nursing Assistant IV	16.73
12235 - Optical Dispenser	15.25
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	18.91
12280 - Phlebotomist	16.05
12305 - Radiologic Technologist	28.25
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)		28.74
12320 - Substance Abuse Treatment Counselor		28.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.95
13012 - Exhibits Specialist II		24.73
13013 - Exhibits Specialist III		30.25
13041 - Illustrator I		19.01
13042 - Illustrator II		23.55
13043 - Illustrator III		28.81
13047 - Librarian		28.51
13050 - Library Aide/Clerk		13.77
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		14.42
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.78
13063 - Media Specialist III		23.17
13071 - Photographer I		17.13
13072 - Photographer II		19.16
13073 - Photographer III		23.73
13074 - Photographer IV		29.03
13075 - Photographer V		35.12
13090 - Technical Order Library Clerk		17.30
13110 - Video Teleconference Technician		20.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.17
14042 - Computer Operator II		20.34
14043 - Computer Operator III		22.67
14044 - Computer Operator IV		25.19
14045 - Computer Operator V		27.90
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		18.17
14160 - Personal Computer Support Technician		25.29
14170 - System Support Specialist		29.49
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)		44.10
15050 - Computer Based Training Specialist / Instructor		35.08
15060 - Educational Technologist		29.28
15070 - Flight Instructor (Pilot)		42.75
15080 - Graphic Artist		23.65
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.10

15086 - Maintenance Test Pilot Rotary Wing 44.10
15088 - Non-Maintenance Test/Co-Pilot 44.10
15090 - Technical Instructor 21.84
15095 - Technical Instructor/Course Developer 26.72
15110 - Test Proctor 17.63
15120 - Tutor 17.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.30
16030 - Counter Attendant 10.30
16040 - Dry Cleaner 13.70
16070 - Finisher Flatwork Machine 10.30
16090 - Presser Hand 10.30
16110 - Presser Machine Drycleaning 10.30
16130 - Presser Machine Shirts 10.30
16160 - Presser Machine Wearing Apparel Laundry 10.30
16190 - Sewing Machine Operator 14.70
16220 - Tailor 15.57
16250 - Washer Machine 11.50
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.40
19040 - Tool And Die Maker 29.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.77
21030 - Material Coordinator 22.78
21040 - Material Expediter 22.78
21050 - Material Handling Laborer 15.59
21071 - Order Filler 15.15
21080 - Production Line Worker (Food Processing) 19.77
21110 - Shipping Packer 14.92
21130 - Shipping/Receiving Clerk 14.92
21140 - Store Worker I 12.86
21150 - Stock Clerk 17.48
21210 - Tools And Parts Attendant 19.77
21410 - Warehouse Specialist 19.77
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.49
23019 - Aircraft Logs and Records Technician 23.59
23021 - Aircraft Mechanic I 28.77
23022 - Aircraft Mechanic II 30.49
23023 - Aircraft Mechanic III 32.00
23040 - Aircraft Mechanic Helper 20.13
23050 - Aircraft Painter 27.04
23060 - Aircraft Servicer 23.59
23070 - Aircraft Survival Flight Equipment Technician 27.04
23080 - Aircraft Worker 25.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.77
23110 - Appliance Mechanic 20.96

23120 - Bicycle Repairer	16.52
23125 - Cable Splicer	41.84
23130 - Carpenter Maintenance	22.01
23140 - Carpet Layer	17.76
23160 - Electrician Maintenance	28.39
23181 - Electronics Technician Maintenance I	25.74
23182 - Electronics Technician Maintenance II	27.48
23183 - Electronics Technician Maintenance III	29.23
23260 - Fabric Worker	22.23
23290 - Fire Alarm System Mechanic	24.84
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System Mechanic	27.12
23312 - Fuel Distribution System Operator	20.61
23370 - General Maintenance Worker	19.50
23380 - Ground Support Equipment Mechanic	28.77
23381 - Ground Support Equipment Servicer	23.59
23382 - Ground Support Equipment Worker	25.33
23391 - Gunsmith I	20.61
23392 - Gunsmith II	23.88
23393 - Gunsmith III	27.12
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.51
23430 - Heavy Equipment Mechanic	27.35
23440 - Heavy Equipment Operator	23.93
23460 - Instrument Mechanic	29.69
23465 - Laboratory/Shelter Mechanic	25.49
23470 - Laborer	15.59
23510 - Locksmith	27.71
23530 - Machinery Maintenance Mechanic	27.98
23550 - Machinist Maintenance	24.67
23580 - Maintenance Trades Helper	14.88
23591 - Metrology Technician I	29.69
23592 - Metrology Technician II	31.47
23593 - Metrology Technician III	33.03
23640 - Millwright	33.39
23710 - Office Appliance Repairer	24.37
23760 - Painter Maintenance	18.43
23790 - Pipefitter Maintenance	28.80
23810 - Plumber Maintenance	27.07
23820 - Pneudraulic Systems Mechanic	27.12
23850 - Rigger	25.37
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker Maintenance	23.58
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	28.90
23932 - Telecommunications Mechanic II	30.63
23950 - Telephone Lineman	24.30
23960 - Welder Combination Maintenance	23.07

23965 - Well Driller	27.12
23970 - Woodcraft Worker	27.12
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	16.50
24570 - Child Care Attendant	11.49
24580 - Child Care Center Clerk	14.32
24610 - Chore Aide	13.63
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	16.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.01
25040 - Sewage Plant Operator	24.38
25070 - Stationary Engineer	29.01
25190 - Ventilation Equipment Tender	20.30
25210 - Water Treatment Plant Operator	24.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.20
27007 - Baggage Inspector	15.33
27008 - Corrections Officer	21.36
27010 - Court Security Officer	22.12
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	21.36
27070 - Firefighter	22.87
27101 - Guard I	15.33
27102 - Guard II	18.83
27131 - Police Officer I	27.17
27132 - Police Officer II	30.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.97
28042 - Carnival Equipment Repairer	16.25
28043 - Carnival Worker	11.08
28210 - Gate Attendant/Gate Tender	15.16
28310 - Lifeguard	12.14
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.38
28515 - Recreation Specialist	21.02
28630 - Sports Official	13.51
28690 - Swimming Pool Operator	18.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.20
29020 - Hatch Tender	29.20
29030 - Line Handler	29.20
29041 - Stevedore I	27.19
29042 - Stevedore II	31.17
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 17.66
30022 - Archeological Technician II 19.75
30023 - Archeological Technician III 24.47
30030 - Cartographic Technician 24.47
30040 - Civil Engineering Technician 30.28
30051 - Cryogenic Technician I 27.10
30052 - Cryogenic Technician II 29.93
30061 - Drafter/CAD Operator I 17.66
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 15.03
30082 - Engineering Technician II 16.87
30083 - Engineering Technician III 18.87
30084 - Engineering Technician IV 23.37
30085 - Engineering Technician V 31.46
30086 - Engineering Technician VI 34.60
30090 - Environmental Technician 25.51
30095 - Evidence Control Specialist 24.47
30210 - Laboratory Technician 21.47
30221 - Latent Fingerprint Technician I 27.10
30222 - Latent Fingerprint Technician II 29.93
30240 - Mathematical Technician 27.53
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 36.18
30375 - Petroleum Supply Specialist 29.93
30390 - Photo-Optics Technician 24.47
30395 - Radiation Control Technician 29.93
30461 - Technical Writer I 23.94
30462 - Technical Writer II 29.29
30463 - Technical Writer III 35.43
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 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) 24.47
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.26
31030 - Bus Driver 18.82
31043 - Driver Courier 17.30
31260 - Parking and Lot Attendant 12.88
31290 - Shuttle Bus Driver 18.05

31310 - Taxi Driver	15.58
31361 - Truckdriver Light	18.78
31362 - Truckdriver Medium	20.26
31363 - Truckdriver Heavy	21.96
31364 - Truckdriver Tractor-Trailer	21.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.58
99050 - Desk Clerk	12.82
99095 - Embalmer	36.75
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.62
99252 - Laboratory Animal Caretaker II	12.62
99260 - Marketing Analyst	28.94
99310 - Mortician	36.75
99410 - Pest Controller	17.89
99510 - Photofinishing Worker	14.53
99710 - Recycling Laborer	21.93
99711 - Recycling Specialist	26.58
99730 - Refuse Collector	19.61
99810 - Sales Clerk	13.14
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	30.00
99831 - Surveying Aide	21.38
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	17.51
99841 - Vending Machine Repairer	22.03
99842 - Vending Machine Repairer Helper	17.51

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))."

"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.: 2015-5490
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 Salt Lake Tooele

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		16.95
01013 - Accounting Clerk III		18.97
01020 - Administrative Assistant		26.10
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		13.49
01042 - Customer Service Representative II		15.16
01043 - Customer Service Representative III		16.54
01051 - Data Entry Operator I		14.85
01052 - Data Entry Operator II		16.20
01060 - Dispatcher Motor Vehicle		20.11
01070 - Document Preparation Clerk		14.18

01090 - Duplicating Machine Operator	14.18
01111 - General Clerk I	13.22
01112 - General Clerk II	14.42
01113 - General Clerk III	16.19
01120 - Housing Referral Assistant	19.92
01141 - Messenger Courier	14.31
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.44
01261 - Personnel Assistant (Employment) I	16.15
01262 - Personnel Assistant (Employment) II	18.07
01263 - Personnel Assistant (Employment) III	20.14
01270 - Production Control Clerk	21.61
01290 - Rental Clerk	13.70
01300 - Scheduler Maintenance	15.97
01311 - Secretary I	15.97
01312 - Secretary II	17.87
01313 - Secretary III	19.92
01320 - Service Order Dispatcher	17.97
01410 - Supply Technician	26.10
01420 - Survey Worker	16.20
01460 - Switchboard Operator/Receptionist	14.08
01531 - Travel Clerk I	16.49
01532 - Travel Clerk II	17.51
01533 - Travel Clerk III	18.35
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	21.36
05010 - Automotive Electrician	19.29
05040 - Automotive Glass Installer	18.07
05070 - Automotive Worker	18.07
05110 - Mobile Equipment Servicer	15.59
05130 - Motor Equipment Metal Mechanic	20.52
05160 - Motor Equipment Metal Worker	18.07
05190 - Motor Vehicle Mechanic	20.52
05220 - Motor Vehicle Mechanic Helper	14.36
05250 - Motor Vehicle Upholstery Worker	16.82
05280 - Motor Vehicle Wrecker	18.07
05310 - Painter Automotive	19.29
05340 - Radiator Repair Specialist	18.07
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	20.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.88
07041 - Cook I	14.11
07042 - Cook II	16.35
07070 - Dishwasher	10.66
07130 - Food Service Worker	12.35
07210 - Meat Cutter	15.96

07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	18.87
09090 - Furniture Refinisher Helper	14.05
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.34
11060 - Elevator Operator	12.34
11090 - Gardener	20.39
11122 - Housekeeping Aide	10.98
11150 - Janitor	10.98
11210 - Laborer Grounds Maintenance	15.55
11240 - Maid or Houseman	12.33
11260 - Pruner	13.90
11270 - Tractor Operator	18.78
11330 - Trail Maintenance Worker	15.55
11360 - Window Cleaner	12.29
12000 - Health Occupations	
12010 - Ambulance Driver	17.88
12011 - Breath Alcohol Technician	19.67
12012 - Certified Occupational Therapist Assistant	29.53
12015 - Certified Physical Therapist Assistant	28.44
12020 - Dental Assistant	16.74
12025 - Dental Hygienist	34.96
12030 - EKG Technician	28.72
12035 - Electroneurodiagnostic Technologist	28.72
12040 - Emergency Medical Technician	17.88
12071 - Licensed Practical Nurse I	20.74
12072 - Licensed Practical Nurse II	23.21
12073 - Licensed Practical Nurse III	25.87
12100 - Medical Assistant	16.82
12130 - Medical Laboratory Technician	20.17
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.51
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	42.81
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.12
12235 - Optical Dispenser	15.25
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	18.09
12280 - Phlebotomist	15.22
12305 - Radiologic Technologist	27.28
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)		26.80
12320 - Substance Abuse Treatment Counselor		26.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.95
13012 - Exhibits Specialist II		24.73
13013 - Exhibits Specialist III		30.25
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		28.51
13050 - Library Aide/Clerk		12.76
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		14.42
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.78
13063 - Media Specialist III		23.17
13071 - Photographer I		17.13
13072 - Photographer II		19.16
13073 - Photographer III		23.73
13074 - Photographer IV		29.03
13075 - Photographer V		35.12
13090 - Technical Order Library Clerk		16.24
13110 - Video Teleconference Technician		18.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.52
14042 - Computer Operator II		18.49
14043 - Computer Operator III		20.61
14044 - Computer Operator IV		22.90
14045 - Computer Operator V		25.36
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		16.52
14160 - Personal Computer Support Technician		22.99
14170 - System Support Specialist		29.49
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)		42.75
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		27.62

15070 - Flight Instructor (Pilot)	42.75
15080 - Graphic Artist	23.44
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	20.57
15095 - Technical Instructor/Course Developer	25.17
15110 - Test Proctor	16.61
15120 - Tutor	16.61
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)	23.40
19040 - Tool And Die Maker	29.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.97
21030 - Material Coordinator	21.61
21040 - Material Expediter	21.61
21050 - Material Handling Laborer	14.29
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	17.97
21110 - Shipping Packer	14.92
21130 - Shipping/Receiving Clerk	14.92
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	17.97
21410 - Warehouse Specialist	17.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.49
23019 - Aircraft Logs and Records Technician	23.59
23021 - Aircraft Mechanic I	28.77
23022 - Aircraft Mechanic II	30.49
23023 - Aircraft Mechanic III	32.00
23040 - Aircraft Mechanic Helper	20.13
23050 - Aircraft Painter	27.04
23060 - Aircraft Servicer	23.59
23070 - Aircraft Survival Flight Equipment Technician	27.04
23080 - Aircraft Worker	25.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.77
23110 - Appliance Mechanic 20.58
23120 - Bicycle Repairer 16.52
23125 - Cable Splicer 38.04
23130 - Carpenter Maintenance 22.01
23140 - Carpet Layer 17.76
23160 - Electrician Maintenance 28.39
23181 - Electronics Technician Maintenance I 25.74
23182 - Electronics Technician Maintenance II 27.48
23183 - Electronics Technician Maintenance III 29.23
23260 - Fabric Worker 21.52
23290 - Fire Alarm System Mechanic 24.84
23310 - Fire Extinguisher Repairer 19.95
23311 - Fuel Distribution System Mechanic 26.25
23312 - Fuel Distribution System Operator 19.95
23370 - General Maintenance Worker 18.97
23380 - Ground Support Equipment Mechanic 28.77
23381 - Ground Support Equipment Servicer 23.59
23382 - Ground Support Equipment Worker 25.33
23391 - Gunsmith I 19.95
23392 - Gunsmith II 23.12
23393 - Gunsmith III 26.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.20
23430 - Heavy Equipment Mechanic 26.84
23440 - Heavy Equipment Operator 23.82
23460 - Instrument Mechanic 28.56
23465 - Laboratory/Shelter Mechanic 24.68
23470 - Laborer 14.29
23510 - Locksmith 26.98
23530 - Machinery Maintenance Mechanic 27.98
23550 - Machinist Maintenance 23.77
23580 - Maintenance Trades Helper 14.00
23591 - Metrology Technician I 28.56
23592 - Metrology Technician II 30.27
23593 - Metrology Technician III 31.77
23640 - Millwright 32.88
23710 - Office Appliance Repairer 22.15
23760 - Painter Maintenance 18.43
23790 - Pipefitter Maintenance 26.18
23810 - Plumber Maintenance 24.61
23820 - Pneudraulic Systems Mechanic 26.25
23850 - Rigger 25.37
23870 - Scale Mechanic 23.12
23890 - Sheet-Metal Worker Maintenance 23.58
23910 - Small Engine Mechanic 19.46
23931 - Telecommunications Mechanic I 28.90

23932 - Telecommunications Mechanic II 30.63
23950 - Telephone Lineman 22.76
23960 - Welder Combination Maintenance 21.66
23965 - Well Driller 25.78
23970 - Woodcraft Worker 26.25
23980 - Woodworker 19.95
24000 - Personal Needs Occupations
24550 - Case Manager 15.67
24570 - Child Care Attendant 11.07
24580 - Child Care Center Clerk 13.81
24610 - Chore Aide 12.61
24620 - Family Readiness And Support Services Coordinator 15.67
24630 - Homemaker 15.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.01
25040 - Sewage Plant Operator 24.38
25070 - Stationary Engineer 29.01
25190 - Ventilation Equipment Tender 20.30
25210 - Water Treatment Plant Operator 24.38
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.83
27007 - Baggage Inspector 14.47
27008 - Corrections Officer 20.94
27010 - Court Security Officer 20.71
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 20.94
27070 - Firefighter 21.25
27101 - Guard I 14.47
27102 - Guard II 18.83
27131 - Police Officer I 25.66
27132 - Police Officer II 28.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.61
28042 - Carnival Equipment Repairer 14.77
28043 - Carnival Worker 10.07
28210 - Gate Attendant/Gate Tender 15.16
28310 - Lifeguard 12.14
28350 - Park Attendant (Aide) 16.97
28510 - Recreation Aide/Health Facility Attendant 12.38
28515 - Recreation Specialist 21.02
28630 - Sports Official 13.51
28690 - Swimming Pool Operator 17.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.80
29020 - Hatch Tender 28.80
29030 - Line Handler 28.80
29041 - Stevedore I 26.81
29042 - Stevedore II 30.74
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 17.36
30022 - Archeological Technician II 18.90
30023 - Archeological Technician III 23.40
30030 - Cartographic Technician 23.40
30040 - Civil Engineering Technician 28.50
30051 - Cryogenic Technician I 25.92
30052 - Cryogenic Technician II 28.63
30061 - Drafter/CAD Operator I 17.36
30062 - Drafter/CAD Operator II 18.90
30063 - Drafter/CAD Operator III 21.06
30064 - Drafter/CAD Operator IV 25.92
30081 - Engineering Technician I 15.03
30082 - Engineering Technician II 16.87
30083 - Engineering Technician III 18.87
30084 - Engineering Technician IV 23.37
30085 - Engineering Technician V 31.46
30086 - Engineering Technician VI 34.60
30090 - Environmental Technician 23.19
30095 - Evidence Control Specialist 23.40
30210 - Laboratory Technician 21.37
30221 - Latent Fingerprint Technician I 25.92
30222 - Latent Fingerprint Technician II 28.63
30240 - Mathematical Technician 25.03
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 36.18
30375 - Petroleum Supply Specialist 28.63
30390 - Photo-Optics Technician 23.40
30395 - Radiation Control Technician 28.63
30461 - Technical Writer I 23.94
30462 - Technical Writer II 29.29
30463 - Technical Writer III 35.43
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 25.92
30502 - Weather Forecaster II 31.53
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.06
30621 - Weather Observer Senior (see 2) 23.40
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.93
31030 - Bus Driver 18.29

31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	12.12
31290 - Shuttle Bus Driver	18.05
31310 - Taxi Driver	14.16
31361 - Truckdriver Light	18.05
31362 - Truckdriver Medium	19.47
31363 - Truckdriver Heavy	21.59
31364 - Truckdriver Tractor-Trailer	21.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.95
99050 - Desk Clerk	12.22
99095 - Embalmer	36.75
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.62
99252 - Laboratory Animal Caretaker II	12.62
99260 - Marketing Analyst	26.62
99310 - Mortician	36.75
99410 - Pest Controller	17.89
99510 - Photofinishing Worker	14.53
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	25.63
99730 - Refuse Collector	19.03
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.76
99830 - Survey Party Chief	30.00
99831 - Surveying Aide	21.38
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	16.01
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	16.01

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 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.: 2015-5491
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 Rich Summit Wasatch

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		25.86
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		12.78
01042 - Customer Service Representative II		14.38
01043 - Customer Service Representative III		15.69
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		20.20
01070 - Document Preparation Clerk		14.82
01090 - Duplicating Machine Operator		14.82
01111 - General Clerk I		13.10
01112 - General Clerk II		14.29

01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	20.76
01141 - Messenger Courier	12.80
01191 - Order Clerk I	15.64
01192 - Order Clerk II	17.07
01261 - Personnel Assistant (Employment) I	16.64
01262 - Personnel Assistant (Employment) II	18.62
01263 - Personnel Assistant (Employment) III	20.76
01270 - Production Control Clerk	21.77
01290 - Rental Clerk	14.40
01300 - Scheduler Maintenance	16.64
01311 - Secretary I	16.64
01312 - Secretary II	18.62
01313 - Secretary III	20.76
01320 - Service Order Dispatcher	18.05
01410 - Supply Technician	25.86
01420 - Survey Worker	16.52
01460 - Switchboard Operator/Receptionist	14.04
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	14.82
01612 - Word Processor II	16.64
01613 - Word Processor III	18.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.35
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	18.66
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	16.52
05400 - Transmission Repair Specialist	18.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	14.27
07042 - Cook II	16.53
07070 - Dishwasher	12.49
07130 - Food Service Worker	12.12
07210 - Meat Cutter	16.67
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.97

09040 - Furniture Handler	14.85
09080 - Furniture Refinisher	23.97
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer Minor	20.91
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.73
11090 - Gardener	19.05
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.54
11240 - Maid or Houseman	13.31
11260 - Pruner	13.04
11270 - Tractor Operator	17.56
11330 - Trail Maintenance Worker	14.54
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	24.54
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	34.91
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	15.98
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	15.29
12190 - Medical Record Technician	17.81
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.06
12222 - Nursing Assistant II	12.43
12223 - Nursing Assistant III	13.56
12224 - Nursing Assistant IV	15.22
12235 - Optical Dispenser	16.69
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	15.98
12305 - Radiologic Technologist	26.31
12311 - Registered Nurse I	24.14
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II Specialist	29.54
12314 - Registered Nurse III	35.74
12315 - Registered Nurse III Anesthetist	35.74

12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		25.53
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		12.65
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		15.03
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		17.14
13110 - Video Teleconference Technician		17.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.01
14042 - Computer Operator II		17.92
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		22.19
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.34
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		16.01
14160 - Personal Computer Support Technician		22.19
14170 - System Support Specialist		24.58
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		26.42
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.72

15086 - Maintenance Test Pilot Rotary Wing	42.72
15088 - Non-Maintenance Test/Co-Pilot	42.72
15090 - Technical Instructor	20.50
15095 - Technical Instructor/Course Developer	25.10
15110 - Test Proctor	16.54
15120 - Tutor	16.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.98
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)	23.97
19040 - Tool And Die Maker	29.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.31
21030 - Material Coordinator	21.88
21040 - Material Expediter	21.88
21050 - Material Handling Laborer	16.90
21071 - Order Filler	14.22
21080 - Production Line Worker (Food Processing)	17.31
21110 - Shipping Packer	16.19
21130 - Shipping/Receiving Clerk	16.19
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	17.31
21410 - Warehouse Specialist	17.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.99
23019 - Aircraft Logs and Records Technician	20.88
23021 - Aircraft Mechanic I	25.47
23022 - Aircraft Mechanic II	26.99
23023 - Aircraft Mechanic III	28.33
23040 - Aircraft Mechanic Helper	17.82
23050 - Aircraft Painter	23.93
23060 - Aircraft Servicer	20.88
23070 - Aircraft Survival Flight Equipment Technician	23.93
23080 - Aircraft Worker	22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.47
23110 - Appliance Mechanic	23.97

23120 - Bicycle Repairer	17.62
23125 - Cable Splicer	28.58
23130 - Carpenter Maintenance	21.81
23140 - Carpet Layer	22.46
23160 - Electrician Maintenance	27.06
23181 - Electronics Technician Maintenance I	23.80
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.73
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	22.46
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	28.53
23312 - Fuel Distribution System Operator	21.69
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment Mechanic	25.47
23381 - Ground Support Equipment Servicer	20.88
23382 - Ground Support Equipment Worker	22.42
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.46
23393 - Gunsmith III	25.51
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	23.15
23440 - Heavy Equipment Operator	23.15
23460 - Instrument Mechanic	26.10
23465 - Laboratory/Shelter Mechanic	23.97
23470 - Laborer	16.90
23510 - Locksmith	23.97
23530 - Machinery Maintenance Mechanic	25.51
23550 - Machinist Maintenance	25.63
23580 - Maintenance Trades Helper	15.83
23591 - Metrology Technician I	26.10
23592 - Metrology Technician II	27.66
23593 - Metrology Technician III	29.03
23640 - Millwright	26.10
23710 - Office Appliance Repairer	23.97
23760 - Painter Maintenance	18.94
23790 - Pipefitter Maintenance	26.13
23810 - Plumber Maintenance	25.23
23820 - Pneudraulic Systems Mechanic	25.51
23850 - Rigger	25.51
23870 - Scale Mechanic	22.46
23890 - Sheet-Metal Worker Maintenance	25.51
23910 - Small Engine Mechanic	22.46
23931 - Telecommunications Mechanic I	28.28
23932 - Telecommunications Mechanic II	29.97
23950 - Telephone Lineman	23.19
23960 - Welder Combination Maintenance	23.09

23965 - Well Driller	25.28
23970 - Woodcraft Worker	25.51
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	15.66
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	12.10
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	15.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.10
25040 - Sewage Plant Operator	23.53
25070 - Stationary Engineer	26.10
25190 - Ventilation Equipment Tender	18.26
25210 - Water Treatment Plant Operator	23.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	15.54
27008 - Corrections Officer	23.10
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	23.10
27070 - Firefighter	19.82
27101 - Guard I	15.54
27102 - Guard II	18.83
27131 - Police Officer I	28.47
27132 - Police Officer II	31.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.86
28042 - Carnival Equipment Repairer	18.30
28043 - Carnival Worker	12.52
28210 - Gate Attendant/Gate Tender	16.74
28310 - Lifeguard	13.52
28350 - Park Attendant (Aide)	18.73
28510 - Recreation Aide/Health Facility Attendant	13.66
28515 - Recreation Specialist	22.70
28630 - Sports Official	14.91
28690 - Swimming Pool Operator	21.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.98
29020 - Hatch Tender	22.98
29030 - Line Handler	22.98
29041 - Stevedore I	21.39
29042 - Stevedore II	24.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		21.01
30022 - Archeological Technician II		22.23
30023 - Archeological Technician III		27.53
30030 - Cartographic Technician		27.53
30040 - Civil Engineering Technician		24.15
30051 - Cryogenic Technician I		33.81
30052 - Cryogenic Technician II		37.34
30061 - Drafter/CAD Operator I		21.01
30062 - Drafter/CAD Operator II		22.23
30063 - Drafter/CAD Operator III		24.78
30064 - Drafter/CAD Operator IV		30.21
30081 - Engineering Technician I		17.62
30082 - Engineering Technician II		19.77
30083 - Engineering Technician III		22.12
30084 - Engineering Technician IV		27.41
30085 - Engineering Technician V		33.53
30086 - Engineering Technician VI		39.73
30090 - Environmental Technician		27.13
30095 - Evidence Control Specialist		30.53
30210 - Laboratory Technician		26.41
30221 - Latent Fingerprint Technician I		33.81
30222 - Latent Fingerprint Technician II		37.34
30240 - Mathematical Technician		27.53
30361 - Paralegal/Legal Assistant I		17.90
30362 - Paralegal/Legal Assistant II		22.17
30363 - Paralegal/Legal Assistant III		27.12
30364 - Paralegal/Legal Assistant IV		32.81
30375 - Petroleum Supply Specialist		37.34
30390 - Photo-Optics Technician		27.53
30395 - Radiation Control Technician		37.34
30461 - Technical Writer I		25.36
30462 - Technical Writer II		31.02
30463 - Technical Writer III		37.51
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		33.81
30502 - Weather Forecaster II		41.13
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.78
30621 - Weather Observer Senior	(see 2)	27.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.67
31030 - Bus Driver		19.33
31043 - Driver Courier		16.43
31260 - Parking and Lot Attendant		13.91
31290 - Shuttle Bus Driver		17.83

31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.83
31362 - Truckdriver Medium	20.23
31363 - Truckdriver Heavy	23.64
31364 - Truckdriver Tractor-Trailer	23.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.27
99050 - Desk Clerk	13.21
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	28.26
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.40
99810 - Sales Clerk	13.25
99820 - School Crossing Guard	13.47
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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))."

"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.: 2015-5492
Revision No.: 12
Date Of Last Revision: 06/09/2020

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 Rich Summit Wasatch

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		25.86
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		12.78
01042 - Customer Service Representative II		14.38
01043 - Customer Service Representative III		15.69
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		20.20
01070 - Document Preparation Clerk		14.82

01090 - Duplicating Machine Operator	14.82
01111 - General Clerk I	13.10
01112 - General Clerk II	14.29
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	20.76
01141 - Messenger Courier	12.80
01191 - Order Clerk I	15.64
01192 - Order Clerk II	17.07
01261 - Personnel Assistant (Employment) I	16.64
01262 - Personnel Assistant (Employment) II	18.62
01263 - Personnel Assistant (Employment) III	20.76
01270 - Production Control Clerk	21.77
01290 - Rental Clerk	14.40
01300 - Scheduler Maintenance	16.64
01311 - Secretary I	16.64
01312 - Secretary II	18.62
01313 - Secretary III	20.76
01320 - Service Order Dispatcher	18.05
01410 - Supply Technician	25.86
01420 - Survey Worker	16.52
01460 - Switchboard Operator/Receptionist	14.04
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	14.82
01612 - Word Processor II	16.64
01613 - Word Processor III	18.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.35
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	18.66
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	16.52
05400 - Transmission Repair Specialist	18.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.96
07041 - Cook I	14.27
07042 - Cook II	16.53
07070 - Dishwasher	12.49
07130 - Food Service Worker	12.12
07210 - Meat Cutter	16.67

07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.97
09040 - Furniture Handler	14.85
09080 - Furniture Refinisher	23.97
09090 - Furniture Refinisher Helper	17.86
09110 - Furniture Repairer Minor	20.91
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.73
11090 - Gardener	19.05
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.54
11240 - Maid or Houseman	13.31
11260 - Pruner	13.04
11270 - Tractor Operator	17.56
11330 - Trail Maintenance Worker	14.54
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	24.54
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	34.91
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	15.98
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	15.29
12190 - Medical Record Technician	17.81
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.06
12222 - Nursing Assistant II	12.43
12223 - Nursing Assistant III	13.56
12224 - Nursing Assistant IV	15.22
12235 - Optical Dispenser	16.69
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	15.98
12305 - Radiologic Technologist	26.31
12311 - Registered Nurse I	24.14
12312 - Registered Nurse II	29.54

12313 - Registered Nurse II Specialist		29.54
12314 - Registered Nurse III		35.74
12315 - Registered Nurse III Anesthetist		35.74
12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		25.53
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		12.65
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		15.03
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		17.14
13110 - Video Teleconference Technician		17.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.01
14042 - Computer Operator II		17.92
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		22.19
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	24.34
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		16.01
14160 - Personal Computer Support Technician		22.19
14170 - System Support Specialist		24.58
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		26.42

15070 - Flight Instructor (Pilot) 42.72
15080 - Graphic Artist 23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.72
15086 - Maintenance Test Pilot Rotary Wing 42.72
15088 - Non-Maintenance Test/Co-Pilot 42.72
15090 - Technical Instructor 20.50
15095 - Technical Instructor/Course Developer 25.10
15110 - Test Proctor 16.54
15120 - Tutor 16.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.98
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) 23.97
19040 - Tool And Die Maker 29.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 21.88
21040 - Material Expediter 21.88
21050 - Material Handling Laborer 16.90
21071 - Order Filler 14.22
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 16.19
21130 - Shipping/Receiving Clerk 16.19
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.99
23019 - Aircraft Logs and Records Technician 20.88
23021 - Aircraft Mechanic I 25.47
23022 - Aircraft Mechanic II 26.99
23023 - Aircraft Mechanic III 28.33
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 23.93
23060 - Aircraft Servicer 20.88
23070 - Aircraft Survival Flight Equipment Technician 23.93
23080 - Aircraft Worker 22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.47
II
23110 - Appliance Mechanic 23.97
23120 - Bicycle Repairer 17.62
23125 - Cable Splicer 28.58
23130 - Carpenter Maintenance 21.81
23140 - Carpet Layer 22.46
23160 - Electrician Maintenance 27.06
23181 - Electronics Technician Maintenance I 23.80
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.73
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 22.46
23310 - Fire Extinguisher Repairer 19.38
23311 - Fuel Distribution System Mechanic 28.53
23312 - Fuel Distribution System Operator 21.69
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 25.47
23381 - Ground Support Equipment Servicer 20.88
23382 - Ground Support Equipment Worker 22.42
23391 - Gunsmith I 19.38
23392 - Gunsmith II 22.46
23393 - Gunsmith III 25.51
23410 - Heating Ventilation And Air-Conditioning 22.64
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.15
23440 - Heavy Equipment Operator 23.15
23460 - Instrument Mechanic 26.10
23465 - Laboratory/Shelter Mechanic 23.97
23470 - Laborer 16.90
23510 - Locksmith 23.97
23530 - Machinery Maintenance Mechanic 25.51
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 15.83
23591 - Metrology Technician I 26.10
23592 - Metrology Technician II 27.66
23593 - Metrology Technician III 29.03
23640 - Millwright 26.10
23710 - Office Appliance Repairer 23.97
23760 - Painter Maintenance 18.94
23790 - Pipefitter Maintenance 26.13
23810 - Plumber Maintenance 25.23
23820 - Pneudraulic Systems Mechanic 25.51
23850 - Rigger 25.51
23870 - Scale Mechanic 22.46
23890 - Sheet-Metal Worker Maintenance 25.51
23910 - Small Engine Mechanic 22.46
23931 - Telecommunications Mechanic I 28.28

23932 - Telecommunications Mechanic II 29.97
23950 - Telephone Lineman 23.19
23960 - Welder Combination Maintenance 23.09
23965 - Well Driller 25.28
23970 - Woodcraft Worker 25.51
23980 - Woodworker 19.38
24000 - Personal Needs Occupations
24550 - Case Manager 15.66
24570 - Child Care Attendant 12.32
24580 - Child Care Center Clerk 15.37
24610 - Chore Aide 12.10
24620 - Family Readiness And Support Services Coordinator 15.66
24630 - Homemaker 15.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.10
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 26.10
25190 - Ventilation Equipment Tender 18.26
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.08
27007 - Baggage Inspector 15.54
27008 - Corrections Officer 23.10
27010 - Court Security Officer 21.23
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 23.10
27070 - Firefighter 19.82
27101 - Guard I 15.54
27102 - Guard II 18.83
27131 - Police Officer I 28.47
27132 - Police Officer II 31.54
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.86
28042 - Carnival Equipment Repairer 18.30
28043 - Carnival Worker 12.52
28210 - Gate Attendant/Gate Tender 16.74
28310 - Lifeguard 13.52
28350 - Park Attendant (Aide) 18.73
28510 - Recreation Aide/Health Facility Attendant 13.66
28515 - Recreation Specialist 22.70
28630 - Sports Official 14.91
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.98
29020 - Hatch Tender 22.98
29030 - Line Handler 22.98
29041 - Stevedore I 21.39
29042 - Stevedore II 24.53
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 21.01
30022 - Archeological Technician II 22.23
30023 - Archeological Technician III 27.53
30030 - Cartographic Technician 27.53
30040 - Civil Engineering Technician 24.15
30051 - Cryogenic Technician I 33.81
30052 - Cryogenic Technician II 37.34
30061 - Drafter/CAD Operator I 21.01
30062 - Drafter/CAD Operator II 22.23
30063 - Drafter/CAD Operator III 24.78
30064 - Drafter/CAD Operator IV 30.21
30081 - Engineering Technician I 17.62
30082 - Engineering Technician II 19.77
30083 - Engineering Technician III 22.12
30084 - Engineering Technician IV 27.41
30085 - Engineering Technician V 33.53
30086 - Engineering Technician VI 39.73
30090 - Environmental Technician 27.13
30095 - Evidence Control Specialist 30.53
30210 - Laboratory Technician 26.41
30221 - Latent Fingerprint Technician I 33.81
30222 - Latent Fingerprint Technician II 37.34
30240 - Mathematical Technician 27.53
30361 - Paralegal/Legal Assistant I 17.90
30362 - Paralegal/Legal Assistant II 22.17
30363 - Paralegal/Legal Assistant III 27.12
30364 - Paralegal/Legal Assistant IV 32.81
30375 - Petroleum Supply Specialist 37.34
30390 - Photo-Optics Technician 27.53
30395 - Radiation Control Technician 37.34
30461 - Technical Writer I 25.36
30462 - Technical Writer II 31.02
30463 - Technical Writer III 37.51
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 33.81
30502 - Weather Forecaster II 41.13
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.78
30621 - Weather Observer Senior (see 2) 27.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.67
31030 - Bus Driver 19.33

31043 - Driver Courier	16.43
31260 - Parking and Lot Attendant	13.91
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.83
31362 - Truckdriver Medium	20.23
31363 - Truckdriver Heavy	23.64
31364 - Truckdriver Tractor-Trailer	23.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.27
99050 - Desk Clerk	13.21
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	28.26
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.40
99810 - Sales Clerk	13.25
99820 - School Crossing Guard	13.47
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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: 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

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.: 2015-5493
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 Millard Piute Sanpete Sevier Wayne

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		21.62
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		12.50
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		20.70
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30

01113 - General Clerk III	16.05
01120 - Housing Referral Assistant	19.09
01141 - Messenger Courier	11.64
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	15.30
01262 - Personnel Assistant (Employment) II	17.12
01263 - Personnel Assistant (Employment) III	19.09
01270 - Production Control Clerk	20.19
01290 - Rental Clerk	13.32
01300 - Scheduler Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.12
01313 - Secretary III	19.09
01320 - Service Order Dispatcher	18.50
01410 - Supply Technician	21.62
01420 - Survey Worker	14.64
01460 - Switchboard Operator/Receptionist	13.01
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	13.81
07042 - Cook II	16.06
07070 - Dishwasher	8.87
07130 - Food Service Worker	9.89
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.54

09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	22.54
09090 - Furniture Refinisher Helper	16.61
09110 - Furniture Repairer Minor	19.57
09130 - Upholsterer	22.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	12.09
11090 - Gardener	15.48
11122 - Housekeeping Aide	12.09
11150 - Janitor	12.09
11210 - Laborer Grounds Maintenance	11.79
11240 - Maid or Houseman	11.11
11260 - Pruner	11.08
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	13.49
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	18.67
12012 - Certified Occupational Therapist Assistant	25.61
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	34.64
12030 - EKG Technician	28.29
12035 - Electroneurodiagnostic Technologist	28.29
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	16.68
12072 - Licensed Practical Nurse II	18.67
12073 - Licensed Practical Nurse III	20.81
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	16.68
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	41.02
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	18.67
12236 - Optical Technician	16.68
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	16.68
12305 - Radiologic Technologist	28.29
12311 - Registered Nurse I	23.65
12312 - Registered Nurse II	28.93
12313 - Registered Nurse II Specialist	28.93
12314 - Registered Nurse III	35.00
12315 - Registered Nurse III Anesthetist	35.00

12316 - Registered Nurse IV		41.96
12317 - Scheduler (Drug and Alcohol Testing)		23.12
12320 - Substance Abuse Treatment Counselor		26.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	24.46
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		26.51
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		27.62
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		22.82
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	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)	22.54
19040 - Tool And Die Maker	28.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.04
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.94
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	19.04
21110 - Shipping Packer	17.25
21130 - Shipping/Receiving Clerk	17.25
21140 - Store Worker I	13.22
21150 - Stock Clerk	17.68
21210 - Tools And Parts Attendant	19.04
21410 - Warehouse Specialist	19.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23019 - Aircraft Logs and Records Technician	19.57
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft Painter	22.63
23060 - Aircraft Servicer	19.57
23070 - Aircraft Survival Flight Equipment Technician	22.63
23080 - Aircraft Worker	21.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.30
23110 - Appliance Mechanic	22.54

23120 - Bicycle Repairer	18.10
23125 - Cable Splicer	34.33
23130 - Carpenter Maintenance	17.48
23140 - Carpet Layer	20.20
23160 - Electrician Maintenance	22.36
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	19.57
23290 - Fire Alarm System Mechanic	24.01
23310 - Fire Extinguisher Repairer	18.10
23311 - Fuel Distribution System Mechanic	24.01
23312 - Fuel Distribution System Operator	18.10
23370 - General Maintenance Worker	18.20
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.57
23382 - Ground Support Equipment Worker	21.05
23391 - Gunsmith I	18.10
23392 - Gunsmith II	21.05
23393 - Gunsmith III	24.01
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.04
23430 - Heavy Equipment Mechanic	26.25
23440 - Heavy Equipment Operator	21.36
23460 - Instrument Mechanic	24.01
23465 - Laboratory/Shelter Mechanic	22.54
23470 - Laborer	13.94
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	27.92
23550 - Machinist Maintenance	24.01
23580 - Maintenance Trades Helper	14.39
23591 - Metrology Technician I	24.01
23592 - Metrology Technician II	25.30
23593 - Metrology Technician III	26.70
23640 - Millwright	24.01
23710 - Office Appliance Repairer	22.54
23760 - Painter Maintenance	21.56
23790 - Pipefitter Maintenance	24.12
23810 - Plumber Maintenance	22.68
23820 - Pneudraulic Systems Mechanic	24.01
23850 - Rigger	24.01
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker Maintenance	24.01
23910 - Small Engine Mechanic	21.05
23931 - Telecommunications Mechanic I	27.10
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	24.01
23960 - Welder Combination Maintenance	22.18

23965 - Well Driller	24.01
23970 - Woodcraft Worker	24.01
23980 - Woodworker	18.10
24000 - Personal Needs Occupations	
24550 - Case Manager	11.81
24570 - Child Care Attendant	11.10
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	11.81
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	21.56
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	21.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	13.23
27008 - Corrections Officer	21.57
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	21.57
27070 - Firefighter	19.73
27101 - Guard I	13.23
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57
28042 - Carnival Equipment Repairer	13.69
28043 - Carnival Worker	9.52
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	21.14
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		18.37
30023 - Archeological Technician III		22.75
30030 - Cartographic Technician		22.75
30040 - Civil Engineering Technician		21.81
30051 - Cryogenic Technician I		23.27
30052 - Cryogenic Technician II		25.70
30061 - Drafter/CAD Operator I		17.36
30062 - Drafter/CAD Operator II		18.37
30063 - Drafter/CAD Operator III		20.48
30064 - Drafter/CAD Operator IV		24.96
30081 - Engineering Technician I		14.56
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		32.84
30090 - Environmental Technician		21.00
30095 - Evidence Control Specialist		21.00
30210 - Laboratory Technician		20.90
30221 - Latent Fingerprint Technician I		23.27
30222 - Latent Fingerprint Technician II		25.70
30240 - Mathematical Technician		22.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.43
30363 - Paralegal/Legal Assistant III		28.66
30364 - Paralegal/Legal Assistant IV		34.68
30375 - Petroleum Supply Specialist		25.70
30390 - Photo-Optics Technician		22.75
30395 - Radiation Control Technician		25.70
30461 - Technical Writer I		21.00
30462 - Technical Writer II		25.70
30463 - Technical Writer III		31.09
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.96
30502 - Weather Forecaster II		30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.48
30621 - Weather Observer Senior	(see 2)	22.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.58
31030 - Bus Driver		22.23
31043 - Driver Courier		16.67
31260 - Parking and Lot Attendant		13.71
31290 - Shuttle Bus Driver		18.11

31310 - Taxi Driver	15.69
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	22.23
31363 - Truckdriver Heavy	22.85
31364 - Truckdriver Tractor-Trailer	22.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	11.07
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	23.46
99310 - Mortician	33.91
99410 - Pest Controller	22.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.06
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.46
99841 - Vending Machine Repairer	24.66
99842 - Vending Machine Repairer Helper	19.46

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 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.: 2015-5494
Revision No.: 12
Date Of Last Revision: 06/09/2020

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 Millard Piute Sanpete Sevier Wayne

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		21.62
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		12.50
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		20.70
01070 - Document Preparation Clerk		14.10

01090 - Duplicating Machine Operator	14.10
01111 - General Clerk I	13.11
01112 - General Clerk II	14.30
01113 - General Clerk III	16.05
01120 - Housing Referral Assistant	19.09
01141 - Messenger Courier	11.64
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	15.30
01262 - Personnel Assistant (Employment) II	17.12
01263 - Personnel Assistant (Employment) III	19.09
01270 - Production Control Clerk	20.19
01290 - Rental Clerk	13.32
01300 - Scheduler Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.12
01313 - Secretary III	19.09
01320 - Service Order Dispatcher	18.50
01410 - Supply Technician	21.62
01420 - Survey Worker	14.64
01460 - Switchboard Operator/Receptionist	13.01
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	13.81
07042 - Cook II	16.06
07070 - Dishwasher	8.87
07130 - Food Service Worker	9.89
07210 - Meat Cutter	14.81

07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.54
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	22.54
09090 - Furniture Refinisher Helper	16.61
09110 - Furniture Repairer Minor	19.57
09130 - Upholsterer	22.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	12.09
11090 - Gardener	15.48
11122 - Housekeeping Aide	12.09
11150 - Janitor	12.09
11210 - Laborer Grounds Maintenance	11.79
11240 - Maid or Houseman	11.11
11260 - Pruner	11.08
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	13.49
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	18.67
12012 - Certified Occupational Therapist Assistant	25.61
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	34.64
12030 - EKG Technician	28.29
12035 - Electroneurodiagnostic Technologist	28.29
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	16.68
12072 - Licensed Practical Nurse II	18.67
12073 - Licensed Practical Nurse III	20.81
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	16.68
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	41.02
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	18.67
12236 - Optical Technician	16.68
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	16.68
12305 - Radiologic Technologist	28.29
12311 - Registered Nurse I	23.65
12312 - Registered Nurse II	28.93

12313 - Registered Nurse II Specialist		28.93
12314 - Registered Nurse III		35.00
12315 - Registered Nurse III Anesthetist		35.00
12316 - Registered Nurse IV		41.96
12317 - Scheduler (Drug and Alcohol Testing)		23.12
12320 - Substance Abuse Treatment Counselor		26.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	24.46
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		26.51
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		27.62

15070 - Flight Instructor (Pilot)	42.72
15080 - Graphic Artist	22.82
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	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)	22.54
19040 - Tool And Die Maker	28.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.04
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.94
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	19.04
21110 - Shipping Packer	17.25
21130 - Shipping/Receiving Clerk	17.25
21140 - Store Worker I	13.22
21150 - Stock Clerk	17.68
21210 - Tools And Parts Attendant	19.04
21410 - Warehouse Specialist	19.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23019 - Aircraft Logs and Records Technician	19.57
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft Painter	22.63
23060 - Aircraft Servicer	19.57
23070 - Aircraft Survival Flight Equipment Technician	22.63
23080 - Aircraft Worker	21.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.05

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 22.54
23120 - Bicycle Repairer 18.10
23125 - Cable Splicer 34.33
23130 - Carpenter Maintenance 17.48
23140 - Carpet Layer 20.20
23160 - Electrician Maintenance 22.36
23181 - Electronics Technician Maintenance I 21.64
23182 - Electronics Technician Maintenance II 23.70
23183 - Electronics Technician Maintenance III 25.21
23260 - Fabric Worker 19.57
23290 - Fire Alarm System Mechanic 24.01
23310 - Fire Extinguisher Repairer 18.10
23311 - Fuel Distribution System Mechanic 24.01
23312 - Fuel Distribution System Operator 18.10
23370 - General Maintenance Worker 18.20
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 19.57
23382 - Ground Support Equipment Worker 21.05
23391 - Gunsmith I 18.10
23392 - Gunsmith II 21.05
23393 - Gunsmith III 24.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.04
23430 - Heavy Equipment Mechanic 26.25
23440 - Heavy Equipment Operator 21.36
23460 - Instrument Mechanic 24.01
23465 - Laboratory/Shelter Mechanic 22.54
23470 - Laborer 13.94
23510 - Locksmith 22.54
23530 - Machinery Maintenance Mechanic 27.92
23550 - Machinist Maintenance 24.01
23580 - Maintenance Trades Helper 14.39
23591 - Metrology Technician I 24.01
23592 - Metrology Technician II 25.30
23593 - Metrology Technician III 26.70
23640 - Millwright 24.01
23710 - Office Appliance Repairer 22.54
23760 - Painter Maintenance 21.56
23790 - Pipefitter Maintenance 24.12
23810 - Plumber Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 24.01
23850 - Rigger 24.01
23870 - Scale Mechanic 21.05
23890 - Sheet-Metal Worker Maintenance 24.01
23910 - Small Engine Mechanic 21.05
23931 - Telecommunications Mechanic I 27.10

23932 - Telecommunications Mechanic II 28.73
23950 - Telephone Lineman 24.01
23960 - Welder Combination Maintenance 22.18
23965 - Well Driller 24.01
23970 - Woodcraft Worker 24.01
23980 - Woodworker 18.10
24000 - Personal Needs Occupations
24550 - Case Manager 11.81
24570 - Child Care Attendant 11.10
24580 - Child Care Center Clerk 13.12
24610 - Chore Aide 11.86
24620 - Family Readiness And Support Services Coordinator 11.81
24630 - Homemaker 13.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.82
25040 - Sewage Plant Operator 21.56
25070 - Stationary Engineer 25.82
25190 - Ventilation Equipment Tender 17.29
25210 - Water Treatment Plant Operator 21.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.83
27007 - Baggage Inspector 13.23
27008 - Corrections Officer 21.57
27010 - Court Security Officer 19.30
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 21.57
27070 - Firefighter 19.73
27101 - Guard I 13.23
27102 - Guard II 18.83
27131 - Police Officer I 21.39
27132 - Police Officer II 23.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.57
28042 - Carnival Equipment Repairer 13.69
28043 - Carnival Worker 9.52
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 21.14
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 18.37
30023 - Archeological Technician III 22.75
30030 - Cartographic Technician 22.75
30040 - Civil Engineering Technician 21.81
30051 - Cryogenic Technician I 23.27
30052 - Cryogenic Technician II 25.70
30061 - Drafter/CAD Operator I 17.36
30062 - Drafter/CAD Operator II 18.37
30063 - Drafter/CAD Operator III 20.48
30064 - Drafter/CAD Operator IV 24.96
30081 - Engineering Technician I 14.56
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 32.84
30090 - Environmental Technician 21.00
30095 - Evidence Control Specialist 21.00
30210 - Laboratory Technician 20.90
30221 - Latent Fingerprint Technician I 23.27
30222 - Latent Fingerprint Technician II 25.70
30240 - Mathematical Technician 22.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.43
30363 - Paralegal/Legal Assistant III 28.66
30364 - Paralegal/Legal Assistant IV 34.68
30375 - Petroleum Supply Specialist 25.70
30390 - Photo-Optics Technician 22.75
30395 - Radiation Control Technician 25.70
30461 - Technical Writer I 21.00
30462 - Technical Writer II 25.70
30463 - Technical Writer III 31.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.96
30502 - Weather Forecaster II 30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.48
30621 - Weather Observer Senior (see 2) 22.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.58
31030 - Bus Driver 22.23

31043 - Driver Courier	16.67
31260 - Parking and Lot Attendant	13.71
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	15.69
31361 - Truckdriver Light	18.11
31362 - Truckdriver Medium	22.23
31363 - Truckdriver Heavy	22.85
31364 - Truckdriver Tractor-Trailer	22.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	11.07
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	23.46
99310 - Mortician	33.91
99410 - Pest Controller	22.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.06
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.46
99841 - Vending Machine Repairer	24.66
99842 - Vending Machine Repairer Helper	19.46

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 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.: 2015-5495
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 Beaver Garfield Iron Kane

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		21.21
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		12.50
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		18.83
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30

01113 - General Clerk III	16.05
01120 - Housing Referral Assistant	19.09
01141 - Messenger Courier	11.64
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	15.30
01262 - Personnel Assistant (Employment) II	17.12
01263 - Personnel Assistant (Employment) III	19.09
01270 - Production Control Clerk	19.79
01290 - Rental Clerk	13.84
01300 - Scheduler Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.12
01313 - Secretary III	19.09
01320 - Service Order Dispatcher	16.83
01410 - Supply Technician	21.21
01420 - Survey Worker	14.64
01460 - Switchboard Operator/Receptionist	11.40
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.44
07041 - Cook I	14.27
07042 - Cook II	16.53
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.54

09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	22.54
09090 - Furniture Refinisher Helper	16.61
09110 - Furniture Repairer Minor	19.57
09130 - Upholsterer	22.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.76
11060 - Elevator Operator	12.18
11090 - Gardener	17.50
11122 - Housekeeping Aide	13.10
11150 - Janitor	13.10
11210 - Laborer Grounds Maintenance	13.12
11240 - Maid or Houseman	11.11
11260 - Pruner	11.89
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	13.12
11360 - Window Cleaner	14.72
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	18.67
12012 - Certified Occupational Therapist Assistant	25.61
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	33.84
12030 - EKG Technician	28.29
12035 - Electroneurodiagnostic Technologist	28.29
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	16.68
12072 - Licensed Practical Nurse II	18.67
12073 - Licensed Practical Nurse III	20.81
12100 - Medical Assistant	14.99
12130 - Medical Laboratory Technician	16.68
12160 - Medical Record Clerk	13.90
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	41.02
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	18.67
12236 - Optical Technician	16.68
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	16.68
12305 - Radiologic Technologist	28.29
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)		23.12
12320 - Substance Abuse Treatment Counselor		23.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	24.46
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		26.51
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		27.62
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		22.82
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	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)	22.54
19040 - Tool And Die Maker	28.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.00
21030 - Material Coordinator	20.19
21040 - Material Expediter	20.19
21050 - Material Handling Laborer	13.62
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	17.00
21110 - Shipping Packer	15.79
21130 - Shipping/Receiving Clerk	15.79
21140 - Store Worker I	13.22
21150 - Stock Clerk	17.68
21210 - Tools And Parts Attendant	17.00
21410 - Warehouse Specialist	17.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23019 - Aircraft Logs and Records Technician	19.57
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft Painter	22.63
23060 - Aircraft Servicer	19.57
23070 - Aircraft Survival Flight Equipment Technician	22.63
23080 - Aircraft Worker	21.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.30
23110 - Appliance Mechanic	22.54

23120 - Bicycle Repairer	18.10
23125 - Cable Splicer	31.44
23130 - Carpenter Maintenance	18.73
23140 - Carpet Layer	17.60
23160 - Electrician Maintenance	21.78
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	19.57
23290 - Fire Alarm System Mechanic	24.01
23310 - Fire Extinguisher Repairer	18.10
23311 - Fuel Distribution System Mechanic	24.01
23312 - Fuel Distribution System Operator	18.10
23370 - General Maintenance Worker	17.13
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.57
23382 - Ground Support Equipment Worker	21.05
23391 - Gunsmith I	18.10
23392 - Gunsmith II	21.05
23393 - Gunsmith III	24.01
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.96
23430 - Heavy Equipment Mechanic	26.25
23440 - Heavy Equipment Operator	21.31
23460 - Instrument Mechanic	24.01
23465 - Laboratory/Shelter Mechanic	22.54
23470 - Laborer	13.55
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	23.65
23550 - Machinist Maintenance	22.43
23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	24.01
23592 - Metrology Technician II	25.30
23593 - Metrology Technician III	26.70
23640 - Millwright	24.01
23710 - Office Appliance Repairer	22.54
23760 - Painter Maintenance	18.43
23790 - Pipefitter Maintenance	21.59
23810 - Plumber Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	24.01
23850 - Rigger	24.01
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker Maintenance	24.01
23910 - Small Engine Mechanic	21.05
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	24.01
23960 - Welder Combination Maintenance	22.18

23965 - Well Driller	24.01
23970 - Woodcraft Worker	24.01
23980 - Woodworker	18.10
24000 - Personal Needs Occupations	
24550 - Case Manager	11.70
24570 - Child Care Attendant	10.97
24580 - Child Care Center Clerk	12.46
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	11.70
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	21.57
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	21.57
27070 - Firefighter	18.09
27101 - Guard I	13.45
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.14
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Worker	9.54
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	12.44
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	19.35
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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 18.37
30023 - Archeological Technician III 22.75
30030 - Cartographic Technician 22.75
30040 - Civil Engineering Technician 21.81
30051 - Cryogenic Technician I 21.18
30052 - Cryogenic Technician II 23.38
30061 - Drafter/CAD Operator I 17.36
30062 - Drafter/CAD Operator II 18.37
30063 - Drafter/CAD Operator III 20.48
30064 - Drafter/CAD Operator IV 24.96
30081 - Engineering Technician I 14.56
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 32.84
30090 - Environmental Technician 21.00
30095 - Evidence Control Specialist 19.12
30210 - Laboratory Technician 19.00
30221 - Latent Fingerprint Technician I 21.18
30222 - Latent Fingerprint Technician II 23.38
30240 - Mathematical Technician 22.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.43
30363 - Paralegal/Legal Assistant III 28.66
30364 - Paralegal/Legal Assistant IV 34.68
30375 - Petroleum Supply Specialist 23.38
30390 - Photo-Optics Technician 22.75
30395 - Radiation Control Technician 23.38
30461 - Technical Writer I 21.00
30462 - Technical Writer II 25.70
30463 - Technical Writer III 31.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.96
30502 - Weather Forecaster II 30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.48
30621 - Weather Observer Senior (see 2) 22.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.41
31030 - Bus Driver 22.23
31043 - Driver Courier 16.90
31260 - Parking and Lot Attendant 13.71
31290 - Shuttle Bus Driver 18.40

31310 - Taxi Driver	15.69
31361 - Truckdriver Light	18.40
31362 - Truckdriver Medium	22.23
31363 - Truckdriver Heavy	21.51
31364 - Truckdriver Tractor-Trailer	21.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.95
99050 - Desk Clerk	11.07
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	21.59
99310 - Mortician	33.91
99410 - Pest Controller	22.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.06
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.77
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.46
99841 - Vending Machine Repairer	24.66
99842 - Vending Machine Repairer Helper	19.46

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 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.: 2015-5496
Revision No.: 12
Date Of Last Revision: 06/09/2020

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 Beaver Garfield Iron Kane

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		21.21
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		12.09
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		12.50
01052 - Data Entry Operator II		13.63
01060 - Dispatcher Motor Vehicle		18.83
01070 - Document Preparation Clerk		14.10

01090 - Duplicating Machine Operator	14.10
01111 - General Clerk I	13.11
01112 - General Clerk II	14.30
01113 - General Clerk III	16.05
01120 - Housing Referral Assistant	19.09
01141 - Messenger Courier	11.64
01191 - Order Clerk I	12.93
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	15.30
01262 - Personnel Assistant (Employment) II	17.12
01263 - Personnel Assistant (Employment) III	19.09
01270 - Production Control Clerk	19.79
01290 - Rental Clerk	13.84
01300 - Scheduler Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.12
01313 - Secretary III	19.09
01320 - Service Order Dispatcher	16.83
01410 - Supply Technician	21.21
01420 - Survey Worker	14.64
01460 - Switchboard Operator/Receptionist	11.40
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.44
07041 - Cook I	14.27
07042 - Cook II	16.53
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.89
07210 - Meat Cutter	13.77

07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.54
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	22.54
09090 - Furniture Refinisher Helper	16.61
09110 - Furniture Repairer Minor	19.57
09130 - Upholsterer	22.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.76
11060 - Elevator Operator	12.18
11090 - Gardener	17.50
11122 - Housekeeping Aide	13.10
11150 - Janitor	13.10
11210 - Laborer Grounds Maintenance	13.12
11240 - Maid or Houseman	11.11
11260 - Pruner	11.89
11270 - Tractor Operator	16.07
11330 - Trail Maintenance Worker	13.12
11360 - Window Cleaner	14.72
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	18.67
12012 - Certified Occupational Therapist Assistant	25.61
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	33.84
12030 - EKG Technician	28.29
12035 - Electroneurodiagnostic Technologist	28.29
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	16.68
12072 - Licensed Practical Nurse II	18.67
12073 - Licensed Practical Nurse III	20.81
12100 - Medical Assistant	14.99
12130 - Medical Laboratory Technician	16.68
12160 - Medical Record Clerk	13.90
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	41.02
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	18.67
12236 - Optical Technician	16.68
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	16.68
12305 - Radiologic Technologist	28.29
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)		23.12
12320 - Substance Abuse Treatment Counselor		23.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	24.46
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		26.51
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		27.62

15070 - Flight Instructor (Pilot)	42.72
15080 - Graphic Artist	22.82
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	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)	22.54
19040 - Tool And Die Maker	28.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.00
21030 - Material Coordinator	20.19
21040 - Material Expediter	20.19
21050 - Material Handling Laborer	13.62
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	17.00
21110 - Shipping Packer	15.79
21130 - Shipping/Receiving Clerk	15.79
21140 - Store Worker I	13.22
21150 - Stock Clerk	17.68
21210 - Tools And Parts Attendant	17.00
21410 - Warehouse Specialist	17.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23019 - Aircraft Logs and Records Technician	19.57
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft Painter	22.63
23060 - Aircraft Servicer	19.57
23070 - Aircraft Survival Flight Equipment Technician	22.63
23080 - Aircraft Worker	21.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.05

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 22.54
23120 - Bicycle Repairer 18.10
23125 - Cable Splicer 31.44
23130 - Carpenter Maintenance 18.73
23140 - Carpet Layer 17.60
23160 - Electrician Maintenance 21.78
23181 - Electronics Technician Maintenance I 21.64
23182 - Electronics Technician Maintenance II 23.70
23183 - Electronics Technician Maintenance III 25.21
23260 - Fabric Worker 19.57
23290 - Fire Alarm System Mechanic 24.01
23310 - Fire Extinguisher Repairer 18.10
23311 - Fuel Distribution System Mechanic 24.01
23312 - Fuel Distribution System Operator 18.10
23370 - General Maintenance Worker 17.13
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 19.57
23382 - Ground Support Equipment Worker 21.05
23391 - Gunsmith I 18.10
23392 - Gunsmith II 21.05
23393 - Gunsmith III 24.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.96
23430 - Heavy Equipment Mechanic 26.25
23440 - Heavy Equipment Operator 21.31
23460 - Instrument Mechanic 24.01
23465 - Laboratory/Shelter Mechanic 22.54
23470 - Laborer 13.55
23510 - Locksmith 22.54
23530 - Machinery Maintenance Mechanic 23.65
23550 - Machinist Maintenance 22.43
23580 - Maintenance Trades Helper 15.28
23591 - Metrology Technician I 24.01
23592 - Metrology Technician II 25.30
23593 - Metrology Technician III 26.70
23640 - Millwright 24.01
23710 - Office Appliance Repairer 22.54
23760 - Painter Maintenance 18.43
23790 - Pipefitter Maintenance 21.59
23810 - Plumber Maintenance 20.85
23820 - Pneudraulic Systems Mechanic 24.01
23850 - Rigger 24.01
23870 - Scale Mechanic 21.05
23890 - Sheet-Metal Worker Maintenance 24.01
23910 - Small Engine Mechanic 21.05
23931 - Telecommunications Mechanic I 24.64

23932 - Telecommunications Mechanic II 26.12
23950 - Telephone Lineman 24.01
23960 - Welder Combination Maintenance 22.18
23965 - Well Driller 24.01
23970 - Woodcraft Worker 24.01
23980 - Woodworker 18.10
24000 - Personal Needs Occupations
24550 - Case Manager 11.70
24570 - Child Care Attendant 10.97
24580 - Child Care Center Clerk 12.46
24610 - Chore Aide 11.86
24620 - Family Readiness And Support Services Coordinator 11.70
24630 - Homemaker 13.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.82
25040 - Sewage Plant Operator 19.53
25070 - Stationary Engineer 25.82
25190 - Ventilation Equipment Tender 17.29
25210 - Water Treatment Plant Operator 19.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.83
27007 - Baggage Inspector 13.45
27008 - Corrections Officer 21.57
27010 - Court Security Officer 19.30
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 21.57
27070 - Firefighter 18.09
27101 - Guard I 13.45
27102 - Guard II 18.83
27131 - Police Officer I 21.39
27132 - Police Officer II 23.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.14
28042 - Carnival Equipment Repairer 14.31
28043 - Carnival Worker 9.54
28210 - Gate Attendant/Gate Tender 14.60
28310 - Lifeguard 12.44
28350 - Park Attendant (Aide) 16.34
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 19.35
28630 - Sports Official 13.01
28690 - Swimming Pool Operator 17.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.52
29020 - Hatch Tender 22.52
29030 - Line Handler 22.52
29041 - Stevedore I 20.98
29042 - Stevedore II 24.05
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 18.37
30023 - Archeological Technician III 22.75
30030 - Cartographic Technician 22.75
30040 - Civil Engineering Technician 21.81
30051 - Cryogenic Technician I 21.18
30052 - Cryogenic Technician II 23.38
30061 - Drafter/CAD Operator I 17.36
30062 - Drafter/CAD Operator II 18.37
30063 - Drafter/CAD Operator III 20.48
30064 - Drafter/CAD Operator IV 24.96
30081 - Engineering Technician I 14.56
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 32.84
30090 - Environmental Technician 21.00
30095 - Evidence Control Specialist 19.12
30210 - Laboratory Technician 19.00
30221 - Latent Fingerprint Technician I 21.18
30222 - Latent Fingerprint Technician II 23.38
30240 - Mathematical Technician 22.75
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 23.43
30363 - Paralegal/Legal Assistant III 28.66
30364 - Paralegal/Legal Assistant IV 34.68
30375 - Petroleum Supply Specialist 23.38
30390 - Photo-Optics Technician 22.75
30395 - Radiation Control Technician 23.38
30461 - Technical Writer I 21.00
30462 - Technical Writer II 25.70
30463 - Technical Writer III 31.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.96
30502 - Weather Forecaster II 30.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.48
30621 - Weather Observer Senior (see 2) 22.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.41
31030 - Bus Driver 22.23

31043 - Driver Courier	16.90
31260 - Parking and Lot Attendant	13.71
31290 - Shuttle Bus Driver	18.40
31310 - Taxi Driver	15.69
31361 - Truckdriver Light	18.40
31362 - Truckdriver Medium	22.23
31363 - Truckdriver Heavy	21.51
31364 - Truckdriver Tractor-Trailer	21.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.95
99050 - Desk Clerk	11.07
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.41
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	21.59
99310 - Mortician	33.91
99410 - Pest Controller	22.58
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.21
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.06
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.77
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.46
99841 - Vending Machine Repairer	24.66
99842 - Vending Machine Repairer Helper	19.46

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 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.: 2015-5497
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 Carbon Daggett Duchesne Emery Grand San Juan Uintah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		25.64
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.44
01043 - Customer Service Representative III		16.85
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		20.72
01070 - Document Preparation Clerk		14.82
01090 - Duplicating Machine Operator		14.82
01111 - General Clerk I		13.10

01112 - General Clerk II	14.29
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	20.76
01141 - Messenger Courier	12.80
01191 - Order Clerk I	15.64
01192 - Order Clerk II	17.07
01261 - Personnel Assistant (Employment) I	16.64
01262 - Personnel Assistant (Employment) II	18.62
01263 - Personnel Assistant (Employment) III	20.76
01270 - Production Control Clerk	21.77
01290 - Rental Clerk	14.36
01300 - Scheduler Maintenance	16.64
01311 - Secretary I	16.64
01312 - Secretary II	18.62
01313 - Secretary III	20.76
01320 - Service Order Dispatcher	18.52
01410 - Supply Technician	25.64
01420 - Survey Worker	16.16
01460 - Switchboard Operator/Receptionist	14.04
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.36
01611 - Word Processor I	14.82
01612 - Word Processor II	16.64
01613 - Word Processor III	18.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.35
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	15.02
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.35
07041 - Cook I	13.45
07042 - Cook II	15.58
07070 - Dishwasher	11.51
07130 - Food Service Worker	11.76
07210 - Meat Cutter	16.71
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	24.53
09040 - Furniture Handler	15.13
09080 - Furniture Refinisher	24.53
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer Minor	21.39
09130 - Upholsterer	24.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.64
11060 - Elevator Operator	13.44
11090 - Gardener	19.40
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	13.01
11260 - Pruner	13.26
11270 - Tractor Operator	17.86
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	26.58
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	35.80
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	15.98
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	19.04
12160 - Medical Record Clerk	15.92
12190 - Medical Record Technician	20.15
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.29
12222 - Nursing Assistant II	12.70
12223 - Nursing Assistant III	13.85
12224 - Nursing Assistant IV	15.55
12235 - Optical Dispenser	17.61
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	15.98
12305 - Radiologic Technologist	26.68
12311 - Registered Nurse I	24.14
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II Specialist	29.54
12314 - Registered Nurse III	35.74

12315 - Registered Nurse III Anesthetist		35.74
12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		11.76
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		12.99
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.99
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		17.14
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.01
14042 - Computer Operator II		17.92
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		22.19
14045 - Computer Operator V		24.58
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		16.01
14160 - Personal Computer Support Technician		22.19
14170 - System Support Specialist		24.58
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		26.42
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		26.18

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 25.72
15095 - Technical Instructor/Course Developer 31.47
15110 - Test Proctor 20.77
15120 - Tutor 20.77
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) 24.53
19040 - Tool And Die Maker 30.53
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.94
21030 - Material Coordinator 22.24
21040 - Material Expediter 22.24
21050 - Material Handling Laborer 16.90
21071 - Order Filler 14.17
21080 - Production Line Worker (Food Processing) 20.94
21110 - Shipping Packer 16.30
21130 - Shipping/Receiving Clerk 16.30
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 20.94
21410 - Warehouse Specialist 20.94
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.06
23019 - Aircraft Logs and Records Technician 20.93
23021 - Aircraft Mechanic I 25.53
23022 - Aircraft Mechanic II 27.06
23023 - Aircraft Mechanic III 28.40
23040 - Aircraft Mechanic Helper 17.87
23050 - Aircraft Painter 24.00
23060 - Aircraft Servicer 20.93
23070 - Aircraft Survival Flight Equipment Technician 24.00
23080 - Aircraft Worker 22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.53

23110 - Appliance Mechanic	24.53
23120 - Bicycle Repairer	15.58
23125 - Cable Splicer	32.51
23130 - Carpenter Maintenance	21.81
23140 - Carpet Layer	22.98
23160 - Electrician Maintenance	27.65
23181 - Electronics Technician Maintenance I	25.05
23182 - Electronics Technician Maintenance II	26.74
23183 - Electronics Technician Maintenance III	28.45
23260 - Fabric Worker	21.39
23290 - Fire Alarm System Mechanic	24.89
23310 - Fire Extinguisher Repairer	19.83
23311 - Fuel Distribution System Mechanic	30.89
23312 - Fuel Distribution System Operator	23.49
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment Mechanic	25.53
23381 - Ground Support Equipment Servicer	20.93
23382 - Ground Support Equipment Worker	22.48
23391 - Gunsmith I	19.83
23392 - Gunsmith II	22.98
23393 - Gunsmith III	26.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	23.43
23440 - Heavy Equipment Operator	23.71
23460 - Instrument Mechanic	26.10
23465 - Laboratory/Shelter Mechanic	24.53
23470 - Laborer	16.90
23510 - Locksmith	24.53
23530 - Machinery Maintenance Mechanic	33.47
23550 - Machinist Maintenance	25.63
23580 - Maintenance Trades Helper	13.20
23591 - Metrology Technician I	26.10
23592 - Metrology Technician II	27.66
23593 - Metrology Technician III	29.03
23640 - Millwright	26.10
23710 - Office Appliance Repairer	24.53
23760 - Painter Maintenance	23.40
23790 - Pipefitter Maintenance	27.94
23810 - Plumber Maintenance	26.26
23820 - Pneudraulic Systems Mechanic	26.10
23850 - Rigger	26.10
23870 - Scale Mechanic	22.98
23890 - Sheet-Metal Worker Maintenance	26.10
23910 - Small Engine Mechanic	22.98
23931 - Telecommunications Mechanic I	31.47
23932 - Telecommunications Mechanic II	33.35
23950 - Telephone Lineman	27.23

23960 - Welder Combination Maintenance 23.09
23965 - Well Driller 26.02
23970 - Woodcraft Worker 26.10
23980 - Woodworker 19.83
24000 - Personal Needs Occupations
24550 - Case Manager 15.66
24570 - Child Care Attendant 12.32
24580 - Child Care Center Clerk 15.37
24610 - Chore Aide 11.94
24620 - Family Readiness And Support Services Coordinator 15.66
24630 - Homemaker 15.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.10
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 26.10
25190 - Ventilation Equipment Tender 18.26
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.82
27007 - Baggage Inspector 15.54
27008 - Corrections Officer 23.10
27010 - Court Security Officer 19.30
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 23.10
27070 - Firefighter 19.82
27101 - Guard I 15.54
27102 - Guard II 18.83
27131 - Police Officer I 23.88
27132 - Police Officer II 26.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.38
28042 - Carnival Equipment Repairer 17.79
28043 - Carnival Worker 12.52
28210 - Gate Attendant/Gate Tender 17.33
28310 - Lifeguard 13.32
28350 - Park Attendant (Aide) 19.39
28510 - Recreation Aide/Health Facility Attendant 14.15
28515 - Recreation Specialist 22.70
28630 - Sports Official 15.43
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.08
29020 - Hatch Tender 24.08
29030 - Line Handler 24.08
29041 - Stevedore I 22.42
29042 - Stevedore II 25.71
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 21.01
30022 - Archeological Technician II 22.23
30023 - Archeological Technician III 27.53
30030 - Cartographic Technician 27.53
30040 - Civil Engineering Technician 24.15
30051 - Cryogenic Technician I 26.75
30052 - Cryogenic Technician II 29.54
30061 - Drafter/CAD Operator I 21.01
30062 - Drafter/CAD Operator II 22.23
30063 - Drafter/CAD Operator III 24.78
30064 - Drafter/CAD Operator IV 30.21
30081 - Engineering Technician I 18.73
30082 - Engineering Technician II 21.03
30083 - Engineering Technician III 23.53
30084 - Engineering Technician IV 29.15
30085 - Engineering Technician V 35.65
30086 - Engineering Technician VI 43.13
30090 - Environmental Technician 29.84
30095 - Evidence Control Specialist 24.15
30210 - Laboratory Technician 26.41
30221 - Latent Fingerprint Technician I 26.75
30222 - Latent Fingerprint Technician II 29.54
30240 - Mathematical Technician 27.53
30361 - Paralegal/Legal Assistant I 17.90
30362 - Paralegal/Legal Assistant II 22.17
30363 - Paralegal/Legal Assistant III 27.12
30364 - Paralegal/Legal Assistant IV 32.81
30375 - Petroleum Supply Specialist 29.54
30390 - Photo-Optics Technician 27.53
30395 - Radiation Control Technician 29.54
30461 - Technical Writer I 25.36
30462 - Technical Writer II 31.02
30463 - Technical Writer III 37.51
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 30.21
30502 - Weather Forecaster II 36.75
30620 - Weather Observer Combined Upper Air Or (see 2) 24.78
Surface Programs
30621 - Weather Observer Senior (see 2) 27.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.16
31030 - Bus Driver 20.01
31043 - Driver Courier 17.27
31260 - Parking and Lot Attendant 13.91

31290 - Shuttle Bus Driver	18.76
31310 - Taxi Driver	12.96
31361 - Truckdriver Light	18.76
31362 - Truckdriver Medium	22.41
31363 - Truckdriver Heavy	23.64
31364 - Truckdriver Tractor-Trailer	23.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.67
99050 - Desk Clerk	12.25
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.32
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	28.65
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.71
99730 - Refuse Collector	18.40
99810 - Sales Clerk	13.25
99820 - School Crossing Guard	12.74
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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))."

"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.: 2015-5498
Revision No.: 12
Date Of Last Revision: 06/09/2020

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 Carbon Daggett Duchesne Emery Grand San Juan Uintah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		25.64
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.44
01043 - Customer Service Representative III		16.85
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		20.72

01070 - Document Preparation Clerk 14.82
01090 - Duplicating Machine Operator 14.82
01111 - General Clerk I 13.10
01112 - General Clerk II 14.29
01113 - General Clerk III 16.04
01120 - Housing Referral Assistant 20.76
01141 - Messenger Courier 12.80
01191 - Order Clerk I 15.64
01192 - Order Clerk II 17.07
01261 - Personnel Assistant (Employment) I 16.64
01262 - Personnel Assistant (Employment) II 18.62
01263 - Personnel Assistant (Employment) III 20.76
01270 - Production Control Clerk 21.77
01290 - Rental Clerk 14.36
01300 - Scheduler Maintenance 16.64
01311 - Secretary I 16.64
01312 - Secretary II 18.62
01313 - Secretary III 20.76
01320 - Service Order Dispatcher 18.52
01410 - Supply Technician 25.64
01420 - Survey Worker 16.16
01460 - Switchboard Operator/Receptionist 14.04
01531 - Travel Clerk I 12.92
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.36
01611 - Word Processor I 14.82
01612 - Word Processor II 16.64
01613 - Word Processor III 18.62
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.35
05010 - Automotive Electrician 18.09
05040 - Automotive Glass Installer 17.17
05070 - Automotive Worker 17.14
05110 - Mobile Equipment Servicer 15.24
05130 - Motor Equipment Metal Mechanic 18.82
05160 - Motor Equipment Metal Worker 17.14
05190 - Motor Vehicle Mechanic 17.82
05220 - Motor Vehicle Mechanic Helper 14.11
05250 - Motor Vehicle Upholstery Worker 16.19
05280 - Motor Vehicle Wrecker 17.14
05310 - Painter Automotive 18.09
05340 - Radiator Repair Specialist 17.14
05370 - Tire Repairer 15.02
05400 - Transmission Repair Specialist 18.46
07000 - Food Preparation And Service Occupations
07010 - Baker 12.35
07041 - Cook I 13.45
07042 - Cook II 15.58
07070 - Dishwasher 11.51
07130 - Food Service Worker 11.76

07210 - Meat Cutter	16.71
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.53
09040 - Furniture Handler	15.13
09080 - Furniture Refinisher	24.53
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer Minor	21.39
09130 - Upholsterer	24.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.64
11060 - Elevator Operator	13.44
11090 - Gardener	19.40
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	13.01
11260 - Pruner	13.26
11270 - Tractor Operator	17.86
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	17.89
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	26.58
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	35.80
12030 - EKG Technician	27.10
12035 - Electroneurodiagnostic Technologist	27.10
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	15.98
12072 - Licensed Practical Nurse II	17.89
12073 - Licensed Practical Nurse III	19.94
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	19.04
12160 - Medical Record Clerk	15.92
12190 - Medical Record Technician	20.15
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.30
12221 - Nursing Assistant I	11.29
12222 - Nursing Assistant II	12.70
12223 - Nursing Assistant III	13.85
12224 - Nursing Assistant IV	15.55
12235 - Optical Dispenser	17.61
12236 - Optical Technician	15.98
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	15.98
12305 - Radiologic Technologist	26.68
12311 - Registered Nurse I	24.14

12312 - Registered Nurse II		29.54
12313 - Registered Nurse II Specialist		29.54
12314 - Registered Nurse III		35.74
12315 - Registered Nurse III Anesthetist		35.74
12316 - Registered Nurse IV		42.84
12317 - Scheduler (Drug and Alcohol Testing)		22.15
12320 - Substance Abuse Treatment Counselor		11.76
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		12.99
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.99
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		17.14
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.01
14042 - Computer Operator II		17.92
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		22.19
14045 - Computer Operator V		24.58
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		16.01
14160 - Personal Computer Support Technician		22.19
14170 - System Support Specialist		24.58
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	26.42
15070 - Flight Instructor (Pilot)	42.72
15080 - Graphic Artist	26.18
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	25.72
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
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)	24.53
19040 - Tool And Die Maker	30.53
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.94
21030 - Material Coordinator	22.24
21040 - Material Expediter	22.24
21050 - Material Handling Laborer	16.90
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	20.94
21110 - Shipping Packer	16.30
21130 - Shipping/Receiving Clerk	16.30
21140 - Store Worker I	12.50
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	20.94
21410 - Warehouse Specialist	20.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.06
23019 - Aircraft Logs and Records Technician	20.93
23021 - Aircraft Mechanic I	25.53
23022 - Aircraft Mechanic II	27.06
23023 - Aircraft Mechanic III	28.40
23040 - Aircraft Mechanic Helper	17.87
23050 - Aircraft Painter	24.00
23060 - Aircraft Servicer	20.93
23070 - Aircraft Survival Flight Equipment Technician	24.00
23080 - Aircraft Worker	22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.48

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.53
II
23110 - Appliance Mechanic 24.53
23120 - Bicycle Repairer 15.58
23125 - Cable Splicer 32.51
23130 - Carpenter Maintenance 21.81
23140 - Carpet Layer 22.98
23160 - Electrician Maintenance 27.65
23181 - Electronics Technician Maintenance I 25.05
23182 - Electronics Technician Maintenance II 26.74
23183 - Electronics Technician Maintenance III 28.45
23260 - Fabric Worker 21.39
23290 - Fire Alarm System Mechanic 24.89
23310 - Fire Extinguisher Repairer 19.83
23311 - Fuel Distribution System Mechanic 30.89
23312 - Fuel Distribution System Operator 23.49
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 25.53
23381 - Ground Support Equipment Servicer 20.93
23382 - Ground Support Equipment Worker 22.48
23391 - Gunsmith I 19.83
23392 - Gunsmith II 22.98
23393 - Gunsmith III 26.10
23410 - Heating Ventilation And Air-Conditioning 21.02
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 23.43
23440 - Heavy Equipment Operator 23.71
23460 - Instrument Mechanic 26.10
23465 - Laboratory/Shelter Mechanic 24.53
23470 - Laborer 16.90
23510 - Locksmith 24.53
23530 - Machinery Maintenance Mechanic 33.47
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 13.20
23591 - Metrology Technician I 26.10
23592 - Metrology Technician II 27.66
23593 - Metrology Technician III 29.03
23640 - Millwright 26.10
23710 - Office Appliance Repairer 24.53
23760 - Painter Maintenance 23.40
23790 - Pipefitter Maintenance 27.94
23810 - Plumber Maintenance 26.26
23820 - Pneudraulic Systems Mechanic 26.10
23850 - Rigger 26.10
23870 - Scale Mechanic 22.98
23890 - Sheet-Metal Worker Maintenance 26.10
23910 - Small Engine Mechanic 22.98

23931 - Telecommunications Mechanic I 31.47
23932 - Telecommunications Mechanic II 33.35
23950 - Telephone Lineman 27.23
23960 - Welder Combination Maintenance 23.09
23965 - Well Driller 26.02
23970 - Woodcraft Worker 26.10
23980 - Woodworker 19.83
24000 - Personal Needs Occupations
24550 - Case Manager 15.66
24570 - Child Care Attendant 12.32
24580 - Child Care Center Clerk 15.37
24610 - Chore Aide 11.94
24620 - Family Readiness And Support Services Coordinator 15.66
24630 - Homemaker 15.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.10
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 26.10
25190 - Ventilation Equipment Tender 18.26
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.82
27007 - Baggage Inspector 15.54
27008 - Corrections Officer 23.10
27010 - Court Security Officer 19.30
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 23.10
27070 - Firefighter 19.82
27101 - Guard I 15.54
27102 - Guard II 18.83
27131 - Police Officer I 23.88
27132 - Police Officer II 26.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.38
28042 - Carnival Equipment Repairer 17.79
28043 - Carnival Worker 12.52
28210 - Gate Attendant/Gate Tender 17.33
28310 - Lifeguard 13.32
28350 - Park Attendant (Aide) 19.39
28510 - Recreation Aide/Health Facility Attendant 14.15
28515 - Recreation Specialist 22.70
28630 - Sports Official 15.43
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.08
29020 - Hatch Tender 24.08
29030 - Line Handler 24.08
29041 - Stevedore I 22.42
29042 - Stevedore II 25.71

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		21.01
30022 - Archeological Technician II		22.23
30023 - Archeological Technician III		27.53
30030 - Cartographic Technician		27.53
30040 - Civil Engineering Technician		24.15
30051 - Cryogenic Technician I		26.75
30052 - Cryogenic Technician II		29.54
30061 - Drafter/CAD Operator I		21.01
30062 - Drafter/CAD Operator II		22.23
30063 - Drafter/CAD Operator III		24.78
30064 - Drafter/CAD Operator IV		30.21
30081 - Engineering Technician I		18.73
30082 - Engineering Technician II		21.03
30083 - Engineering Technician III		23.53
30084 - Engineering Technician IV		29.15
30085 - Engineering Technician V		35.65
30086 - Engineering Technician VI		43.13
30090 - Environmental Technician		29.84
30095 - Evidence Control Specialist		24.15
30210 - Laboratory Technician		26.41
30221 - Latent Fingerprint Technician I		26.75
30222 - Latent Fingerprint Technician II		29.54
30240 - Mathematical Technician		27.53
30361 - Paralegal/Legal Assistant I		17.90
30362 - Paralegal/Legal Assistant II		22.17
30363 - Paralegal/Legal Assistant III		27.12
30364 - Paralegal/Legal Assistant IV		32.81
30375 - Petroleum Supply Specialist		29.54
30390 - Photo-Optics Technician		27.53
30395 - Radiation Control Technician		29.54
30461 - Technical Writer I		25.36
30462 - Technical Writer II		31.02
30463 - Technical Writer III		37.51
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		30.21
30502 - Weather Forecaster II		36.75
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.78
30621 - Weather Observer Senior	(see 2)	27.53

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.16

31030 - Bus Driver	20.01
31043 - Driver Courier	17.27
31260 - Parking and Lot Attendant	13.91
31290 - Shuttle Bus Driver	18.76
31310 - Taxi Driver	12.96
31361 - Truckdriver Light	18.76
31362 - Truckdriver Medium	22.41
31363 - Truckdriver Heavy	23.64
31364 - Truckdriver Tractor-Trailer	23.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.67
99050 - Desk Clerk	12.25
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.32
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	28.65
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.71
99730 - Refuse Collector	18.40
99810 - Sales Clerk	13.25
99820 - School Crossing Guard	12.74
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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: 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

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.: 2015-5499
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: Idaho

Area: Idaho County of Franklin

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		21.93
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.29
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		13.93
01060 - Dispatcher Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34

01113 - General Clerk III 16.09
01120 - Housing Referral Assistant 19.32
01141 - Messenger Courier 11.25
01191 - Order Clerk I 15.10
01192 - Order Clerk II 16.47
01261 - Personnel Assistant (Employment) I 15.49
01262 - Personnel Assistant (Employment) II 17.33
01263 - Personnel Assistant (Employment) III 19.32
01270 - Production Control Clerk 18.51
01290 - Rental Clerk 13.75
01300 - Scheduler Maintenance 15.49
01311 - Secretary I 15.49
01312 - Secretary II 17.33
01313 - Secretary III 19.32
01320 - Service Order Dispatcher 16.49
01410 - Supply Technician 21.93
01420 - Survey Worker 12.89
01460 - Switchboard Operator/Receptionist 11.99
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.57
01611 - Word Processor I 13.80
01612 - Word Processor II 15.49
01613 - Word Processor III 17.33
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.47
05010 - Automotive Electrician 14.43
05040 - Automotive Glass Installer 14.24
05070 - Automotive Worker 14.07
05110 - Mobile Equipment Servicer 11.50
05130 - Motor Equipment Metal Mechanic 15.83
05160 - Motor Equipment Metal Worker 14.07
05190 - Motor Vehicle Mechanic 15.83
05220 - Motor Vehicle Mechanic Helper 11.50
05250 - Motor Vehicle Upholstery Worker 13.30
05280 - Motor Vehicle Wrecker 14.07
05310 - Painter Automotive 15.03
05340 - Radiator Repair Specialist 15.27
05370 - Tire Repairer 11.95
05400 - Transmission Repair Specialist 15.83
07000 - Food Preparation And Service Occupations
07010 - Baker 13.08
07041 - Cook I 13.83
07042 - Cook II 16.02
07070 - Dishwasher 9.83
07130 - Food Service Worker 10.10
07210 - Meat Cutter 14.58
07260 - Waiter/Waitress 12.62
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.95

09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.53
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.27
11060 - Elevator Operator	11.27
11090 - Gardener	15.80
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.05
11240 - Maid or Houseman	10.38
11260 - Pruner	10.77
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	12.05
11360 - Window Cleaner	12.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.14
12011 - Breath Alcohol Technician	17.59
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	24.19
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	36.52
12030 - EKG Technician	26.65
12035 - Electroneurodiagnostic Technologist	26.65
12040 - Emergency Medical Technician	18.14
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	17.59
12073 - Licensed Practical Nurse III	19.61
12100 - Medical Assistant	16.39
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	15.19
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.65
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.72
12250 - Pharmacy Technician	17.16
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	27.56
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73
12313 - Registered Nurse II Specialist	29.73
12314 - Registered Nurse III	35.97
12315 - Registered Nurse III Anesthetist	35.97

12316 - Registered Nurse IV		43.11
12317 - Scheduler (Drug and Alcohol Testing)		21.79
12320 - Substance Abuse Treatment Counselor		25.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.84
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.32
13072 - Photographer II		16.76
13073 - Photographer III		19.84
13074 - Photographer IV		24.28
13075 - Photographer V		29.37
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	18.66
14072 - Computer Programmer II	(see 1)	23.10
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		14.69
14160 - Personal Computer Support Technician		15.49
14170 - System Support Specialist		24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.80
15020 - Aircrew Training Devices Instructor (Rated)		34.85
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		28.80
15060 - Educational Technologist		27.85
15070 - Flight Instructor (Pilot)		41.77
15080 - Graphic Artist		21.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.77

15086 - Maintenance Test Pilot Rotary Wing 41.77
15088 - Non-Maintenance Test/Co-Pilot 41.77
15090 - Technical Instructor 18.36
15095 - Technical Instructor/Course Developer 22.46
15110 - Test Proctor 14.79
15120 - Tutor 14.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.02
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.88
21030 - Material Coordinator 18.51
21040 - Material Expediter 18.51
21050 - Material Handling Laborer 11.46
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 16.88
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 16.88
21410 - Warehouse Specialist 16.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.57
23019 - Aircraft Logs and Records Technician 17.46
23021 - Aircraft Mechanic I 21.30
23022 - Aircraft Mechanic II 22.57
23023 - Aircraft Mechanic III 23.69
23040 - Aircraft Mechanic Helper 14.90
23050 - Aircraft Painter 20.02
23060 - Aircraft Servicer 17.46
23070 - Aircraft Survival Flight Equipment Technician 20.02
23080 - Aircraft Worker 18.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.30
23110 - Appliance Mechanic 19.15

23120 - Bicycle Repairer 16.18
23125 - Cable Splicer 29.76
23130 - Carpenter Maintenance 17.46
23140 - Carpet Layer 19.20
23160 - Electrician Maintenance 25.55
23181 - Electronics Technician Maintenance I 23.70
23182 - Electronics Technician Maintenance II 25.30
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 17.46
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.18
23311 - Fuel Distribution System Mechanic 21.65
23312 - Fuel Distribution System Operator 17.67
23370 - General Maintenance Worker 18.59
23380 - Ground Support Equipment Mechanic 21.30
23381 - Ground Support Equipment Servicer 17.46
23382 - Ground Support Equipment Worker 18.75
23391 - Gunsmith I 16.18
23392 - Gunsmith II 18.75
23393 - Gunsmith III 21.89
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.93
23430 - Heavy Equipment Mechanic 21.30
23440 - Heavy Equipment Operator 18.62
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 11.46
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 23.21
23580 - Maintenance Trades Helper 13.80
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.57
23593 - Metrology Technician III 23.69
23640 - Millwright 22.43
23710 - Office Appliance Repairer 20.02
23760 - Painter Maintenance 16.25
23790 - Pipefitter Maintenance 23.91
23810 - Plumber Maintenance 22.33
23820 - Pneudraulic Systems Mechanic 21.89
23850 - Rigger 21.88
23870 - Scale Mechanic 18.75
23890 - Sheet-Metal Worker Maintenance 21.30
23910 - Small Engine Mechanic 18.75
23931 - Telecommunications Mechanic I 23.06
23932 - Telecommunications Mechanic II 24.50
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 18.62

23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.89
23980 - Woodworker	16.18
24000 - Personal Needs Occupations	
24550 - Case Manager	12.08
24570 - Child Care Attendant	9.76
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	18.87
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	14.90
25210 - Water Treatment Plant Operator	18.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.92
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	18.55
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.42
29020 - Hatch Tender	19.42
29030 - Line Handler	19.42
29041 - Stevedore I	17.46
29042 - Stevedore II	20.02
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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		23.61
30051 - Cryogenic Technician I		26.15
30052 - Cryogenic Technician II		28.88
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		26.15
30081 - Engineering Technician I		15.17
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.06
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.03
30090 - Environmental Technician		23.61
30095 - Evidence Control Specialist		23.61
30210 - Laboratory Technician		21.24
30221 - Latent Fingerprint Technician I		26.15
30222 - Latent Fingerprint Technician II		28.88
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		20.43
30362 - Paralegal/Legal Assistant II		25.29
30363 - Paralegal/Legal Assistant III		30.93
30364 - Paralegal/Legal Assistant IV		37.43
30375 - Petroleum Supply Specialist		28.88
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		28.88
30461 - Technical Writer I		23.61
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		26.15
30502 - Weather Forecaster II		31.79
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.02
31030 - Bus Driver		20.25
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		13.42
31290 - Shuttle Bus Driver		16.37

31310 - Taxi Driver	13.78
31361 - Truckdriver Light	16.37
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	22.82
31364 - Truckdriver Tractor-Trailer	22.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	10.71
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.38
99260 - Marketing Analyst	24.93
99310 - Mortician	25.86
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5500
Revision No.: 14
Date Of Last Revision: 06/09/2020

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: Idaho

Area: Idaho County of Franklin

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		21.93
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.29
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		13.93
01060 - Dispatcher Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	13.15
01112 - General Clerk II	14.34
01113 - General Clerk III	16.09
01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	11.25
01191 - Order Clerk I	15.10
01192 - Order Clerk II	16.47
01261 - Personnel Assistant (Employment) I	15.49
01262 - Personnel Assistant (Employment) II	17.33
01263 - Personnel Assistant (Employment) III	19.32
01270 - Production Control Clerk	18.51
01290 - Rental Clerk	13.75
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	21.93
01420 - Survey Worker	12.89
01460 - Switchboard Operator/Receptionist	11.99
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.80
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.47
05010 - Automotive Electrician	14.43
05040 - Automotive Glass Installer	14.24
05070 - Automotive Worker	14.07
05110 - Mobile Equipment Servicer	11.50
05130 - Motor Equipment Metal Mechanic	15.83
05160 - Motor Equipment Metal Worker	14.07
05190 - Motor Vehicle Mechanic	15.83
05220 - Motor Vehicle Mechanic Helper	11.50
05250 - Motor Vehicle Upholstery Worker	13.30
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	11.95
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	13.83
07042 - Cook II	16.02
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.10
07210 - Meat Cutter	14.58

07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.95
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.53
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.27
11060 - Elevator Operator	11.27
11090 - Gardener	15.80
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.05
11240 - Maid or Houseman	10.38
11260 - Pruner	10.77
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	12.05
11360 - Window Cleaner	12.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.14
12011 - Breath Alcohol Technician	17.59
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	24.19
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	36.52
12030 - EKG Technician	26.65
12035 - Electroneurodiagnostic Technologist	26.65
12040 - Emergency Medical Technician	18.14
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	17.59
12073 - Licensed Practical Nurse III	19.61
12100 - Medical Assistant	16.39
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	15.19
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.65
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.72
12250 - Pharmacy Technician	17.16
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	27.56
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73

12313 - Registered Nurse II Specialist		29.73
12314 - Registered Nurse III		35.97
12315 - Registered Nurse III Anesthetist		35.97
12316 - Registered Nurse IV		43.11
12317 - Scheduler (Drug and Alcohol Testing)		21.79
12320 - Substance Abuse Treatment Counselor		25.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.84
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.32
13072 - Photographer II		16.76
13073 - Photographer III		19.84
13074 - Photographer IV		24.28
13075 - Photographer V		29.37
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	18.66
14072 - Computer Programmer II	(see 1)	23.10
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		14.69
14160 - Personal Computer Support Technician		15.49
14170 - System Support Specialist		24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.80
15020 - Aircrew Training Devices Instructor (Rated)		34.85
15030 - Air Crew Training Devices Instructor (Pilot)		41.77
15050 - Computer Based Training Specialist / Instructor		28.80
15060 - Educational Technologist		27.85

15070 - Flight Instructor (Pilot) 41.77
15080 - Graphic Artist 21.84
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.77
15086 - Maintenance Test Pilot Rotary Wing 41.77
15088 - Non-Maintenance Test/Co-Pilot 41.77
15090 - Technical Instructor 18.36
15095 - Technical Instructor/Course Developer 22.46
15110 - Test Proctor 14.79
15120 - Tutor 14.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.02
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.88
21030 - Material Coordinator 18.51
21040 - Material Expediter 18.51
21050 - Material Handling Laborer 11.46
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 16.88
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 16.88
21410 - Warehouse Specialist 16.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.57
23019 - Aircraft Logs and Records Technician 17.46
23021 - Aircraft Mechanic I 21.30
23022 - Aircraft Mechanic II 22.57
23023 - Aircraft Mechanic III 23.69
23040 - Aircraft Mechanic Helper 14.90
23050 - Aircraft Painter 20.02
23060 - Aircraft Servicer 17.46
23070 - Aircraft Survival Flight Equipment Technician 20.02
23080 - Aircraft Worker 18.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.30
23110 - Appliance Mechanic 19.15
23120 - Bicycle Repairer 16.18
23125 - Cable Splicer 29.76
23130 - Carpenter Maintenance 17.46
23140 - Carpet Layer 19.20
23160 - Electrician Maintenance 25.55
23181 - Electronics Technician Maintenance I 23.70
23182 - Electronics Technician Maintenance II 25.30
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 17.46
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.18
23311 - Fuel Distribution System Mechanic 21.65
23312 - Fuel Distribution System Operator 17.67
23370 - General Maintenance Worker 18.59
23380 - Ground Support Equipment Mechanic 21.30
23381 - Ground Support Equipment Servicer 17.46
23382 - Ground Support Equipment Worker 18.75
23391 - Gunsmith I 16.18
23392 - Gunsmith II 18.75
23393 - Gunsmith III 21.89
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.93
23430 - Heavy Equipment Mechanic 21.30
23440 - Heavy Equipment Operator 18.62
23460 - Instrument Mechanic 21.30
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 11.46
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 23.21
23580 - Maintenance Trades Helper 13.80
23591 - Metrology Technician I 21.30
23592 - Metrology Technician II 22.57
23593 - Metrology Technician III 23.69
23640 - Millwright 22.43
23710 - Office Appliance Repairer 20.02
23760 - Painter Maintenance 16.25
23790 - Pipefitter Maintenance 23.91
23810 - Plumber Maintenance 22.33
23820 - Pneudraulic Systems Mechanic 21.89
23850 - Rigger 21.88
23870 - Scale Mechanic 18.75
23890 - Sheet-Metal Worker Maintenance 21.30
23910 - Small Engine Mechanic 18.75
23931 - Telecommunications Mechanic I 23.06

23932 - Telecommunications Mechanic II 24.50
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 18.62
23965 - Well Driller 21.30
23970 - Woodcraft Worker 21.89
23980 - Woodworker 16.18
24000 - Personal Needs Occupations
24550 - Case Manager 12.08
24570 - Child Care Attendant 9.76
24580 - Child Care Center Clerk 12.68
24610 - Chore Aide 11.35
24620 - Family Readiness And Support Services Coordinator 12.08
24630 - Homemaker 12.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.30
25040 - Sewage Plant Operator 18.87
25070 - Stationary Engineer 21.30
25190 - Ventilation Equipment Tender 14.90
25210 - Water Treatment Plant Operator 18.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.88
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 18.72
27010 - Court Security Officer 19.91
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 18.72
27070 - Firefighter 18.98
27101 - Guard I 13.20
27102 - Guard II 15.80
27131 - Police Officer I 22.26
27132 - Police Officer II 24.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.34
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 10.11
28210 - Gate Attendant/Gate Tender 14.60
28310 - Lifeguard 11.92
28350 - Park Attendant (Aide) 15.36
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 18.55
28630 - Sports Official 13.01
28690 - Swimming Pool Operator 17.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.42
29020 - Hatch Tender 19.42
29030 - Line Handler 19.42
29041 - Stevedore I 17.46
29042 - Stevedore II 20.02
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 23.61
30051 - Cryogenic Technician I 26.15
30052 - Cryogenic Technician II 28.88
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 26.15
30081 - Engineering Technician I 15.17
30082 - Engineering Technician II 17.03
30083 - Engineering Technician III 19.06
30084 - Engineering Technician IV 23.61
30085 - Engineering Technician V 28.88
30086 - Engineering Technician VI 34.03
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 23.61
30210 - Laboratory Technician 21.24
30221 - Latent Fingerprint Technician I 26.15
30222 - Latent Fingerprint Technician II 28.88
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 20.43
30362 - Paralegal/Legal Assistant II 25.29
30363 - Paralegal/Legal Assistant III 30.93
30364 - Paralegal/Legal Assistant IV 37.43
30375 - Petroleum Supply Specialist 28.88
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 28.88
30461 - Technical Writer I 23.61
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 26.15
30502 - Weather Forecaster II 31.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.02
31030 - Bus Driver 20.25

31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	16.37
31310 - Taxi Driver	13.78
31361 - Truckdriver Light	16.37
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	22.82
31364 - Truckdriver Tractor-Trailer	22.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	10.71
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.38
99260 - Marketing Analyst	24.93
99310 - Mortician	25.86
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5501
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: Utah

Area: Utah County of Cache

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		21.93
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.29
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		17.40
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34

01113 - General Clerk III	16.09
01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	11.64
01191 - Order Clerk I	15.10
01192 - Order Clerk II	16.47
01261 - Personnel Assistant (Employment) I	15.49
01262 - Personnel Assistant (Employment) II	17.33
01263 - Personnel Assistant (Employment) III	19.32
01270 - Production Control Clerk	17.99
01290 - Rental Clerk	13.75
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	21.93
01420 - Survey Worker	13.31
01460 - Switchboard Operator/Receptionist	11.99
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
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	20.97
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.98
07041 - Cook I	13.83
07042 - Cook II	16.02
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.10
07210 - Meat Cutter	14.35
07260 - Waiter/Waitress	12.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.98

09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	18.98
09090 - Furniture Refinisher Helper	14.15
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	18.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.27
11060 - Elevator Operator	11.27
11090 - Gardener	15.80
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.05
11240 - Maid or Houseman	10.38
11260 - Pruner	10.77
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	12.05
11360 - Window Cleaner	12.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	17.59
12012 - Certified Occupational Therapist Assistant	24.13
12015 - Certified Physical Therapist Assistant	22.87
12020 - Dental Assistant	13.68
12025 - Dental Hygienist	34.52
12030 - EKG Technician	26.65
12035 - Electroneurodiagnostic Technologist	26.65
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	17.59
12073 - Licensed Practical Nurse III	19.61
12100 - Medical Assistant	16.39
12130 - Medical Laboratory Technician	15.72
12160 - Medical Record Clerk	15.19
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.65
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.72
12250 - Pharmacy Technician	17.16
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	27.09
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73
12313 - Registered Nurse II Specialist	29.73
12314 - Registered Nurse III	35.97
12315 - Registered Nurse III Anesthetist	35.97

12316 - Registered Nurse IV		43.11
12317 - Scheduler (Drug and Alcohol Testing)		21.79
12320 - Substance Abuse Treatment Counselor		25.12
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		13.84
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		24.75
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		27.85
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		21.84
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 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 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.02
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.90
16220 - Tailor 13.67
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.02
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 18.38
21040 - Material Expediter 18.38
21050 - Material Handling Laborer 11.67
21071 - Order Filler 11.96
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.76
23019 - Aircraft Logs and Records Technician 19.31
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.76
23023 - Aircraft Mechanic III 26.95
23040 - Aircraft Mechanic Helper 16.74
23050 - Aircraft Painter 22.63
23060 - Aircraft Servicer 19.31
23070 - Aircraft Survival Flight Equipment Technician 22.63
23080 - Aircraft Worker 20.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 19.15

23120 - Bicycle Repairer	16.18
23125 - Cable Splicer	25.98
23130 - Carpenter Maintenance	17.48
23140 - Carpet Layer	18.75
23160 - Electrician Maintenance	25.55
23181 - Electronics Technician Maintenance I	23.70
23182 - Electronics Technician Maintenance II	25.30
23183 - Electronics Technician Maintenance III	26.92
23260 - Fabric Worker	17.46
23290 - Fire Alarm System Mechanic	21.30
23310 - Fire Extinguisher Repairer	16.18
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	18.59
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.31
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.18
23392 - Gunsmith II	18.75
23393 - Gunsmith III	21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.93
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	20.02
23470 - Laborer	11.46
23510 - Locksmith	20.02
23530 - Machinery Maintenance Mechanic	25.63
23550 - Machinist Maintenance	23.24
23580 - Maintenance Trades Helper	13.80
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	20.36
23760 - Painter Maintenance	18.43
23790 - Pipefitter Maintenance	23.76
23810 - Plumber Maintenance	22.94
23820 - Pneudraulic Systems Mechanic	21.30
23850 - Rigger	21.30
23870 - Scale Mechanic	18.75
23890 - Sheet-Metal Worker Maintenance	21.30
23910 - Small Engine Mechanic	18.75
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	21.30
23960 - Welder Combination Maintenance	19.20

23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.18
24000 - Personal Needs Occupations	
24550 - Case Manager	11.94
24570 - Child Care Attendant	10.17
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	11.37
24620 - Family Readiness And Support Services Coordinator	11.94
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	12.47
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	13.40
28043 - Carnival Worker	9.13
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.92
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	18.55
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.88
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		19.06
30023 - Archeological Technician III		23.61
30030 - Cartographic Technician		23.23
30040 - Civil Engineering Technician		23.61
30051 - Cryogenic Technician I		26.15
30052 - Cryogenic Technician II		28.88
30061 - Drafter/CAD Operator I		17.36
30062 - Drafter/CAD Operator II		19.06
30063 - Drafter/CAD Operator III		21.24
30064 - Drafter/CAD Operator IV		26.15
30081 - Engineering Technician I		15.17
30082 - Engineering Technician II		17.03
30083 - Engineering Technician III		19.06
30084 - Engineering Technician IV		23.61
30085 - Engineering Technician V		28.88
30086 - Engineering Technician VI		34.93
30090 - Environmental Technician		23.61
30095 - Evidence Control Specialist		23.61
30210 - Laboratory Technician		21.24
30221 - Latent Fingerprint Technician I		26.15
30222 - Latent Fingerprint Technician II		28.88
30240 - Mathematical Technician		23.61
30361 - Paralegal/Legal Assistant I		20.43
30362 - Paralegal/Legal Assistant II		25.29
30363 - Paralegal/Legal Assistant III		30.93
30364 - Paralegal/Legal Assistant IV		37.43
30375 - Petroleum Supply Specialist		28.88
30390 - Photo-Optics Technician		23.61
30395 - Radiation Control Technician		28.88
30461 - Technical Writer I		23.61
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		26.15
30502 - Weather Forecaster II		31.79
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.24
30621 - Weather Observer Senior	(see 2)	23.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.02
31030 - Bus Driver		21.24
31043 - Driver Courier		15.08
31260 - Parking and Lot Attendant		13.42
31290 - Shuttle Bus Driver		16.37

31310 - Taxi Driver	14.26
31361 - Truckdriver Light	16.37
31362 - Truckdriver Medium	18.08
31363 - Truckdriver Heavy	23.88
31364 - Truckdriver Tractor-Trailer	23.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	10.71
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	24.93
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.21
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.71
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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))."

"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.: 2015-5502
Revision No.: 14
Date Of Last Revision: 06/09/2020

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 County of Cache

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		21.93
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		11.65
01042 - Customer Service Representative II		13.10
01043 - Customer Service Representative III		14.29
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		17.40
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	13.15
01112 - General Clerk II	14.34
01113 - General Clerk III	16.09
01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	11.64
01191 - Order Clerk I	15.10
01192 - Order Clerk II	16.47
01261 - Personnel Assistant (Employment) I	15.49
01262 - Personnel Assistant (Employment) II	17.33
01263 - Personnel Assistant (Employment) III	19.32
01270 - Production Control Clerk	17.99
01290 - Rental Clerk	13.75
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	21.93
01420 - Survey Worker	13.31
01460 - Switchboard Operator/Receptionist	11.99
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
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	20.97
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.98
07041 - Cook I	13.83
07042 - Cook II	16.02
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.10
07210 - Meat Cutter	14.35

07260 - Waiter/Waitress	12.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.98
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	18.98
09090 - Furniture Refinisher Helper	14.15
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	18.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.27
11060 - Elevator Operator	11.27
11090 - Gardener	15.80
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.05
11240 - Maid or Houseman	10.38
11260 - Pruner	10.77
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	12.05
11360 - Window Cleaner	12.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	17.59
12012 - Certified Occupational Therapist Assistant	24.13
12015 - Certified Physical Therapist Assistant	22.87
12020 - Dental Assistant	13.68
12025 - Dental Hygienist	34.52
12030 - EKG Technician	26.65
12035 - Electroneurodiagnostic Technologist	26.65
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	17.59
12073 - Licensed Practical Nurse III	19.61
12100 - Medical Assistant	16.39
12130 - Medical Laboratory Technician	15.72
12160 - Medical Record Clerk	15.19
12190 - Medical Record Technician	17.00
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.65
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.72
12250 - Pharmacy Technician	17.16
12280 - Phlebotomist	15.72
12305 - Radiologic Technologist	27.09
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73

12313 - Registered Nurse II Specialist		29.73
12314 - Registered Nurse III		35.97
12315 - Registered Nurse III Anesthetist		35.97
12316 - Registered Nurse IV		43.11
12317 - Scheduler (Drug and Alcohol Testing)		21.79
12320 - Substance Abuse Treatment Counselor		25.12
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		13.84
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		24.75
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		27.85

15070 - Flight Instructor (Pilot) 42.72
15080 - Graphic Artist 21.84
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 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 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.02
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.90
16220 - Tailor 13.67
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.02
19040 - Tool And Die Maker 24.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 18.38
21040 - Material Expediter 18.38
21050 - Material Handling Laborer 11.67
21071 - Order Filler 11.96
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 15.67
21130 - Shipping/Receiving Clerk 15.67
21140 - Store Worker I 12.50
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.76
23019 - Aircraft Logs and Records Technician 19.31
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.76
23023 - Aircraft Mechanic III 26.95
23040 - Aircraft Mechanic Helper 16.74
23050 - Aircraft Painter 22.63
23060 - Aircraft Servicer 19.31
23070 - Aircraft Survival Flight Equipment Technician 22.63
23080 - Aircraft Worker 20.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.59

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 19.15
23120 - Bicycle Repairer 16.18
23125 - Cable Splicer 25.98
23130 - Carpenter Maintenance 17.48
23140 - Carpet Layer 18.75
23160 - Electrician Maintenance 25.55
23181 - Electronics Technician Maintenance I 23.70
23182 - Electronics Technician Maintenance II 25.30
23183 - Electronics Technician Maintenance III 26.92
23260 - Fabric Worker 17.46
23290 - Fire Alarm System Mechanic 21.30
23310 - Fire Extinguisher Repairer 16.18
23311 - Fuel Distribution System Mechanic 23.58
23312 - Fuel Distribution System Operator 17.93
23370 - General Maintenance Worker 18.59
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 19.31
23382 - Ground Support Equipment Worker 20.59
23391 - Gunsmith I 16.18
23392 - Gunsmith II 18.75
23393 - Gunsmith III 21.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.93
23430 - Heavy Equipment Mechanic 22.27
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 23.00
23465 - Laboratory/Shelter Mechanic 20.02
23470 - Laborer 11.46
23510 - Locksmith 20.02
23530 - Machinery Maintenance Mechanic 25.63
23550 - Machinist Maintenance 23.24
23580 - Maintenance Trades Helper 13.80
23591 - Metrology Technician I 23.00
23592 - Metrology Technician II 24.38
23593 - Metrology Technician III 25.51
23640 - Millwright 22.04
23710 - Office Appliance Repairer 20.36
23760 - Painter Maintenance 18.43
23790 - Pipefitter Maintenance 23.76
23810 - Plumber Maintenance 22.94
23820 - Pneudraulic Systems Mechanic 21.30
23850 - Rigger 21.30
23870 - Scale Mechanic 18.75
23890 - Sheet-Metal Worker Maintenance 21.30
23910 - Small Engine Mechanic 18.75
23931 - Telecommunications Mechanic I 24.64

23932 - Telecommunications Mechanic II 26.12
23950 - Telephone Lineman 21.30
23960 - Welder Combination Maintenance 19.20
23965 - Well Driller 21.48
23970 - Woodcraft Worker 21.30
23980 - Woodworker 16.18
24000 - Personal Needs Occupations
24550 - Case Manager 11.94
24570 - Child Care Attendant 10.17
24580 - Child Care Center Clerk 12.68
24610 - Chore Aide 11.37
24620 - Family Readiness And Support Services Coordinator 11.94
24630 - Homemaker 13.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.82
25040 - Sewage Plant Operator 19.53
25070 - Stationary Engineer 25.82
25190 - Ventilation Equipment Tender 17.29
25210 - Water Treatment Plant Operator 19.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.83
27007 - Baggage Inspector 12.47
27008 - Corrections Officer 19.80
27010 - Court Security Officer 19.30
27030 - Detection Dog Handler 18.83
27040 - Detention Officer 19.80
27070 - Firefighter 18.02
27101 - Guard I 12.47
27102 - Guard II 18.83
27131 - Police Officer I 21.39
27132 - Police Officer II 23.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.34
28042 - Carnival Equipment Repairer 13.40
28043 - Carnival Worker 9.13
28210 - Gate Attendant/Gate Tender 14.59
28310 - Lifeguard 11.92
28350 - Park Attendant (Aide) 16.32
28510 - Recreation Aide/Health Facility Attendant 11.91
28515 - Recreation Specialist 18.55
28630 - Sports Official 13.00
28690 - Swimming Pool Operator 15.88
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 19.06
30023 - Archeological Technician III 23.61
30030 - Cartographic Technician 23.23
30040 - Civil Engineering Technician 23.61
30051 - Cryogenic Technician I 26.15
30052 - Cryogenic Technician II 28.88
30061 - Drafter/CAD Operator I 17.36
30062 - Drafter/CAD Operator II 19.06
30063 - Drafter/CAD Operator III 21.24
30064 - Drafter/CAD Operator IV 26.15
30081 - Engineering Technician I 15.17
30082 - Engineering Technician II 17.03
30083 - Engineering Technician III 19.06
30084 - Engineering Technician IV 23.61
30085 - Engineering Technician V 28.88
30086 - Engineering Technician VI 34.93
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 23.61
30210 - Laboratory Technician 21.24
30221 - Latent Fingerprint Technician I 26.15
30222 - Latent Fingerprint Technician II 28.88
30240 - Mathematical Technician 23.61
30361 - Paralegal/Legal Assistant I 20.43
30362 - Paralegal/Legal Assistant II 25.29
30363 - Paralegal/Legal Assistant III 30.93
30364 - Paralegal/Legal Assistant IV 37.43
30375 - Petroleum Supply Specialist 28.88
30390 - Photo-Optics Technician 23.61
30395 - Radiation Control Technician 28.88
30461 - Technical Writer I 23.61
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 26.15
30502 - Weather Forecaster II 31.79
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.24
30621 - Weather Observer Senior (see 2) 23.61
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.02
31030 - Bus Driver 21.24

31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	16.37
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	16.37
31362 - Truckdriver Medium	18.08
31363 - Truckdriver Heavy	23.88
31364 - Truckdriver Tractor-Trailer	23.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.19
99050 - Desk Clerk	10.71
99095 - Embalmer	33.91
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	24.93
99310 - Mortician	33.91
99410 - Pest Controller	21.68
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.21
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.71
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
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: 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

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.: 2015-5503
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: Idaho

Area: Idaho Counties of Ada Boise Canyon Gem Owyhee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.52
01012 - Accounting Clerk II		16.30
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		24.76
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		13.10
01042 - Customer Service Representative II		14.73
01043 - Customer Service Representative III		16.07
01051 - Data Entry Operator I		14.77
01052 - Data Entry Operator II		16.11
01060 - Dispatcher Motor Vehicle		18.20
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.31
01112 - General Clerk II		14.52

01113 - General Clerk III	16.30
01120 - Housing Referral Assistant	20.16
01141 - Messenger Courier	12.90
01191 - Order Clerk I	18.54
01192 - Order Clerk II	20.22
01261 - Personnel Assistant (Employment) I	15.78
01262 - Personnel Assistant (Employment) II	17.66
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	23.63
01290 - Rental Clerk	13.59
01300 - Scheduler Maintenance	16.17
01311 - Secretary I	16.17
01312 - Secretary II	18.09
01313 - Secretary III	20.16
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	24.76
01420 - Survey Worker	16.69
01460 - Switchboard Operator/Receptionist	14.14
01531 - Travel Clerk I	16.40
01532 - Travel Clerk II	17.19
01533 - Travel Clerk III	18.66
01611 - Word Processor I	14.40
01612 - Word Processor II	16.17
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.40
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	18.87
05070 - Automotive Worker	18.87
05110 - Mobile Equipment Servicer	16.37
05130 - Motor Equipment Metal Mechanic	21.35
05160 - Motor Equipment Metal Worker	18.87
05190 - Motor Vehicle Mechanic	21.35
05220 - Motor Vehicle Mechanic Helper	15.00
05250 - Motor Vehicle Upholstery Worker	17.69
05280 - Motor Vehicle Wrecker	18.87
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.87
05370 - Tire Repairer	13.63
05400 - Transmission Repair Specialist	21.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.34
07041 - Cook I	12.58
07042 - Cook II	14.49
07070 - Dishwasher	10.41
07130 - Food Service Worker	11.19
07210 - Meat Cutter	16.77
07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.41

09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	14.90
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer Minor	13.16
09130 - Upholsterer	14.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.97
11060 - Elevator Operator	11.81
11090 - Gardener	19.61
11122 - Housekeeping Aide	11.81
11150 - Janitor	11.81
11210 - Laborer Grounds Maintenance	14.87
11240 - Maid or Houseman	10.76
11260 - Pruner	13.05
11270 - Tractor Operator	17.97
11330 - Trail Maintenance Worker	14.87
11360 - Window Cleaner	13.46
12000 - Health Occupations	
12010 - Ambulance Driver	19.32
12011 - Breath Alcohol Technician	20.82
12012 - Certified Occupational Therapist Assistant	28.06
12015 - Certified Physical Therapist Assistant	24.19
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	36.07
12030 - EKG Technician	29.16
12035 - Electroneurodiagnostic Technologist	29.16
12040 - Emergency Medical Technician	19.32
12071 - Licensed Practical Nurse I	18.61
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	23.21
12100 - Medical Assistant	17.16
12130 - Medical Laboratory Technician	20.33
12160 - Medical Record Clerk	18.88
12190 - Medical Record Technician	21.13
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	45.75
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	16.24
12236 - Optical Technician	18.12
12250 - Pharmacy Technician	17.56
12280 - Phlebotomist	15.55
12305 - Radiologic Technologist	31.55
12311 - Registered Nurse I	23.17
12312 - Registered Nurse II	28.34
12313 - Registered Nurse II Specialist	28.34
12314 - Registered Nurse III	34.29
12315 - Registered Nurse III Anesthetist	34.29

12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		25.79
12320 - Substance Abuse Treatment Counselor		21.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.99
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.81
13072 - Photographer II		16.76
13073 - Photographer III		19.14
13074 - Photographer IV		23.42
13075 - Photographer V		28.39
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		19.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.16
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		25.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		38.66
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		31.70
15070 - Flight Instructor (Pilot)		38.66
15080 - Graphic Artist		20.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.66

15086 - Maintenance Test Pilot Rotary Wing 38.66
15088 - Non-Maintenance Test/Co-Pilot 38.66
15090 - Technical Instructor 21.23
15095 - Technical Instructor/Course Developer 25.97
15110 - Test Proctor 17.14
15120 - Tutor 17.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.50
19040 - Tool And Die Maker 27.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.26
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 14.56
21071 - Order Filler 13.51
21080 - Production Line Worker (Food Processing) 17.26
21110 - Shipping Packer 15.17
21130 - Shipping/Receiving Clerk 15.17
21140 - Store Worker I 11.62
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.26
21410 - Warehouse Specialist 17.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 22.22
23021 - Aircraft Mechanic I 26.83
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.61
23040 - Aircraft Mechanic Helper 18.86
23050 - Aircraft Painter 25.18
23060 - Aircraft Servicer 22.22
23070 - Aircraft Survival Flight Equipment Technician 25.18
23080 - Aircraft Worker 23.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.83
23110 - Appliance Mechanic 17.03

23120 - Bicycle Repairer	13.62
23125 - Cable Splicer	40.92
23130 - Carpenter Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician Maintenance	24.55
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	27.20
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	22.22
23382 - Ground Support Equipment Worker	23.70
23391 - Gunsmith I	18.38
23392 - Gunsmith II	21.18
23393 - Gunsmith III	23.98
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.40
23430 - Heavy Equipment Mechanic	24.69
23440 - Heavy Equipment Operator	21.64
23460 - Instrument Mechanic	23.98
23465 - Laboratory/Shelter Mechanic	22.50
23470 - Laborer	14.56
23510 - Locksmith	22.50
23530 - Machinery Maintenance Mechanic	23.33
23550 - Machinist Maintenance	21.19
23580 - Maintenance Trades Helper	14.90
23591 - Metrology Technician I	23.98
23592 - Metrology Technician II	25.32
23593 - Metrology Technician III	26.46
23640 - Millwright	23.98
23710 - Office Appliance Repairer	19.22
23760 - Painter Maintenance	16.06
23790 - Pipefitter Maintenance	26.57
23810 - Plumber Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.98
23850 - Rigger	23.98
23870 - Scale Mechanic	21.18
23890 - Sheet-Metal Worker Maintenance	22.31
23910 - Small Engine Mechanic	18.94
23931 - Telecommunications Mechanic I	27.10
23932 - Telecommunications Mechanic II	28.61
23950 - Telephone Lineman	22.81
23960 - Welder Combination Maintenance	17.41

23965 - Well Driller	23.51
23970 - Woodcraft Worker	23.98
23980 - Woodworker	18.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.50
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.60
24610 - Chore Aide	11.23
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.98
25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	23.98
25190 - Ventilation Equipment Tender	16.85
25210 - Water Treatment Plant Operator	20.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	22.11
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	26.08
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	26.71
27132 - Police Officer II	29.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.52
28042 - Carnival Equipment Repairer	14.75
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	12.01
28350 - Park Attendant (Aide)	16.64
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	20.61
28630 - Sports Official	13.24
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.14
29020 - Hatch Tender	27.14
29030 - Line Handler	27.14
29041 - Stevedore I	25.46
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		18.14
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		25.14
30040 - Civil Engineering Technician		25.53
30051 - Cryogenic Technician I		27.67
30052 - Cryogenic Technician II		30.56
30061 - Drafter/CAD Operator I		18.14
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		22.63
30064 - Drafter/CAD Operator IV		27.85
30081 - Engineering Technician I		14.53
30082 - Engineering Technician II		16.31
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		22.61
30085 - Engineering Technician V		27.65
30086 - Engineering Technician VI		33.46
30090 - Environmental Technician		25.44
30095 - Evidence Control Specialist		24.98
30210 - Laboratory Technician		22.74
30221 - Latent Fingerprint Technician I		23.86
30222 - Latent Fingerprint Technician II		26.36
30240 - Mathematical Technician		25.14
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30375 - Petroleum Supply Specialist		30.56
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		30.56
30461 - Technical Writer I		24.75
30462 - Technical Writer II		30.28
30463 - Technical Writer III		31.33
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.85
30502 - Weather Forecaster II		33.88
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.63
30621 - Weather Observer Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.15
31030 - Bus Driver		17.51
31043 - Driver Courier		14.53
31260 - Parking and Lot Attendant		9.72
31290 - Shuttle Bus Driver		15.85

31310 - Taxi Driver	11.84
31361 - Truckdriver Light	15.85
31362 - Truckdriver Medium	17.13
31363 - Truckdriver Heavy	21.71
31364 - Truckdriver Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.22
99050 - Desk Clerk	10.66
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.79
99252 - Laboratory Animal Caretaker II	15.04
99260 - Marketing Analyst	25.96
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	18.99
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	16.66
99810 - Sales Clerk	12.14
99820 - School Crossing Guard	13.19
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	16.55
99832 - Surveying Technician	22.21
99840 - Vending Machine Attendant	14.11
99841 - Vending Machine Repairer	17.73
99842 - Vending Machine Repairer Helper	14.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5504
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: Idaho

Area: Idaho Counties of Ada Boise Canyon Gem Owyhee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.52
01012 - Accounting Clerk II		16.30
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		24.76
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		13.10
01042 - Customer Service Representative II		14.73
01043 - Customer Service Representative III		16.07
01051 - Data Entry Operator I		14.77
01052 - Data Entry Operator II		16.11
01060 - Dispatcher Motor Vehicle		18.20
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	13.31
01112 - General Clerk II	14.52
01113 - General Clerk III	16.30
01120 - Housing Referral Assistant	20.16
01141 - Messenger Courier	12.90
01191 - Order Clerk I	18.54
01192 - Order Clerk II	20.22
01261 - Personnel Assistant (Employment) I	15.78
01262 - Personnel Assistant (Employment) II	17.66
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	23.63
01290 - Rental Clerk	13.59
01300 - Scheduler Maintenance	16.17
01311 - Secretary I	16.17
01312 - Secretary II	18.09
01313 - Secretary III	20.16
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	24.76
01420 - Survey Worker	16.69
01460 - Switchboard Operator/Receptionist	14.14
01531 - Travel Clerk I	16.40
01532 - Travel Clerk II	17.19
01533 - Travel Clerk III	18.66
01611 - Word Processor I	14.40
01612 - Word Processor II	16.17
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.40
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	18.87
05070 - Automotive Worker	18.87
05110 - Mobile Equipment Servicer	16.37
05130 - Motor Equipment Metal Mechanic	21.35
05160 - Motor Equipment Metal Worker	18.87
05190 - Motor Vehicle Mechanic	21.35
05220 - Motor Vehicle Mechanic Helper	15.00
05250 - Motor Vehicle Upholstery Worker	17.69
05280 - Motor Vehicle Wrecker	18.87
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.87
05370 - Tire Repairer	13.63
05400 - Transmission Repair Specialist	21.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.34
07041 - Cook I	12.58
07042 - Cook II	14.49
07070 - Dishwasher	10.41
07130 - Food Service Worker	11.19
07210 - Meat Cutter	16.77

07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.41
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	14.90
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer Minor	13.16
09130 - Upholsterer	14.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.97
11060 - Elevator Operator	11.81
11090 - Gardener	19.61
11122 - Housekeeping Aide	11.81
11150 - Janitor	11.81
11210 - Laborer Grounds Maintenance	14.87
11240 - Maid or Houseman	10.76
11260 - Pruner	13.05
11270 - Tractor Operator	17.97
11330 - Trail Maintenance Worker	14.87
11360 - Window Cleaner	13.46
12000 - Health Occupations	
12010 - Ambulance Driver	19.32
12011 - Breath Alcohol Technician	20.82
12012 - Certified Occupational Therapist Assistant	28.06
12015 - Certified Physical Therapist Assistant	24.19
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	36.07
12030 - EKG Technician	29.16
12035 - Electroneurodiagnostic Technologist	29.16
12040 - Emergency Medical Technician	19.32
12071 - Licensed Practical Nurse I	18.61
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	23.21
12100 - Medical Assistant	17.16
12130 - Medical Laboratory Technician	20.33
12160 - Medical Record Clerk	18.88
12190 - Medical Record Technician	21.13
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	45.75
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	16.24
12236 - Optical Technician	18.12
12250 - Pharmacy Technician	17.56
12280 - Phlebotomist	15.55
12305 - Radiologic Technologist	31.55
12311 - Registered Nurse I	23.17
12312 - Registered Nurse II	28.34

12313 - Registered Nurse II Specialist		28.34
12314 - Registered Nurse III		34.29
12315 - Registered Nurse III Anesthetist		34.29
12316 - Registered Nurse IV		41.10
12317 - Scheduler (Drug and Alcohol Testing)		25.79
12320 - Substance Abuse Treatment Counselor		21.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.99
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.81
13072 - Photographer II		16.76
13073 - Photographer III		19.14
13074 - Photographer IV		23.42
13075 - Photographer V		28.39
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		19.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.16
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		25.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		38.66
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		31.70

15070 - Flight Instructor (Pilot) 38.66
15080 - Graphic Artist 20.86
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.66
15086 - Maintenance Test Pilot Rotary Wing 38.66
15088 - Non-Maintenance Test/Co-Pilot 38.66
15090 - Technical Instructor 21.23
15095 - Technical Instructor/Course Developer 25.97
15110 - Test Proctor 17.14
15120 - Tutor 17.14
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.50
19040 - Tool And Die Maker 27.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.26
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 14.56
21071 - Order Filler 13.51
21080 - Production Line Worker (Food Processing) 17.26
21110 - Shipping Packer 15.17
21130 - Shipping/Receiving Clerk 15.17
21140 - Store Worker I 11.62
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.26
21410 - Warehouse Specialist 17.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.33
23019 - Aircraft Logs and Records Technician 22.22
23021 - Aircraft Mechanic I 26.83
23022 - Aircraft Mechanic II 28.33
23023 - Aircraft Mechanic III 29.61
23040 - Aircraft Mechanic Helper 18.86
23050 - Aircraft Painter 25.18
23060 - Aircraft Servicer 22.22
23070 - Aircraft Survival Flight Equipment Technician 25.18
23080 - Aircraft Worker 23.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.70

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.83
II
23110 - Appliance Mechanic 17.03
23120 - Bicycle Repairer 13.62
23125 - Cable Splicer 40.92
23130 - Carpenter Maintenance 17.46
23140 - Carpet Layer 19.20
23160 - Electrician Maintenance 24.55
23181 - Electronics Technician Maintenance I 21.33
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 19.87
23290 - Fire Alarm System Mechanic 22.06
23310 - Fire Extinguisher Repairer 18.38
23311 - Fuel Distribution System Mechanic 27.20
23312 - Fuel Distribution System Operator 21.38
23370 - General Maintenance Worker 16.80
23380 - Ground Support Equipment Mechanic 26.83
23381 - Ground Support Equipment Servicer 22.22
23382 - Ground Support Equipment Worker 23.70
23391 - Gunsmith I 18.38
23392 - Gunsmith II 21.18
23393 - Gunsmith III 23.98
23410 - Heating Ventilation And Air-Conditioning 21.22
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.40
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.69
23440 - Heavy Equipment Operator 21.64
23460 - Instrument Mechanic 23.98
23465 - Laboratory/Shelter Mechanic 22.50
23470 - Laborer 14.56
23510 - Locksmith 22.50
23530 - Machinery Maintenance Mechanic 23.33
23550 - Machinist Maintenance 21.19
23580 - Maintenance Trades Helper 14.90
23591 - Metrology Technician I 23.98
23592 - Metrology Technician II 25.32
23593 - Metrology Technician III 26.46
23640 - Millwright 23.98
23710 - Office Appliance Repairer 19.22
23760 - Painter Maintenance 16.06
23790 - Pipefitter Maintenance 26.57
23810 - Plumber Maintenance 24.93
23820 - Pneudraulic Systems Mechanic 23.98
23850 - Rigger 23.98
23870 - Scale Mechanic 21.18
23890 - Sheet-Metal Worker Maintenance 22.31
23910 - Small Engine Mechanic 18.94
23931 - Telecommunications Mechanic I 27.10

23932 - Telecommunications Mechanic II 28.61
23950 - Telephone Lineman 22.81
23960 - Welder Combination Maintenance 17.41
23965 - Well Driller 23.51
23970 - Woodcraft Worker 23.98
23980 - Woodworker 18.38
24000 - Personal Needs Occupations
24550 - Case Manager 16.50
24570 - Child Care Attendant 10.10
24580 - Child Care Center Clerk 12.60
24610 - Chore Aide 11.23
24620 - Family Readiness And Support Services Coordinator 16.50
24630 - Homemaker 16.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.98
25040 - Sewage Plant Operator 20.34
25070 - Stationary Engineer 23.98
25190 - Ventilation Equipment Tender 16.85
25210 - Water Treatment Plant Operator 20.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.88
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 18.72
27010 - Court Security Officer 22.11
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 18.72
27070 - Firefighter 26.08
27101 - Guard I 13.20
27102 - Guard II 15.80
27131 - Police Officer I 26.71
27132 - Police Officer II 29.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.52
28042 - Carnival Equipment Repairer 14.75
28043 - Carnival Worker 10.11
28210 - Gate Attendant/Gate Tender 14.87
28310 - Lifeguard 12.01
28350 - Park Attendant (Aide) 16.64
28510 - Recreation Aide/Health Facility Attendant 12.14
28515 - Recreation Specialist 20.61
28630 - Sports Official 13.24
28690 - Swimming Pool Operator 17.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.14
29020 - Hatch Tender 27.14
29030 - Line Handler 27.14
29041 - Stevedore I 25.46
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 18.14
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 25.14
30030 - Cartographic Technician 25.14
30040 - Civil Engineering Technician 25.53
30051 - Cryogenic Technician I 27.67
30052 - Cryogenic Technician II 30.56
30061 - Drafter/CAD Operator I 18.14
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 22.63
30064 - Drafter/CAD Operator IV 27.85
30081 - Engineering Technician I 14.53
30082 - Engineering Technician II 16.31
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 22.61
30085 - Engineering Technician V 27.65
30086 - Engineering Technician VI 33.46
30090 - Environmental Technician 25.44
30095 - Evidence Control Specialist 24.98
30210 - Laboratory Technician 22.74
30221 - Latent Fingerprint Technician I 23.86
30222 - Latent Fingerprint Technician II 26.36
30240 - Mathematical Technician 25.14
30361 - Paralegal/Legal Assistant I 20.07
30362 - Paralegal/Legal Assistant II 24.86
30363 - Paralegal/Legal Assistant III 30.42
30364 - Paralegal/Legal Assistant IV 36.80
30375 - Petroleum Supply Specialist 30.56
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 30.56
30461 - Technical Writer I 24.75
30462 - Technical Writer II 30.28
30463 - Technical Writer III 31.33
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.85
30502 - Weather Forecaster II 33.88
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.63
30621 - Weather Observer Senior (see 2) 25.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.15
31030 - Bus Driver 17.51

31043 - Driver Courier	14.53
31260 - Parking and Lot Attendant	9.72
31290 - Shuttle Bus Driver	15.85
31310 - Taxi Driver	11.84
31361 - Truckdriver Light	15.85
31362 - Truckdriver Medium	17.13
31363 - Truckdriver Heavy	21.71
31364 - Truckdriver Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.22
99050 - Desk Clerk	10.66
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.79
99252 - Laboratory Animal Caretaker II	15.04
99260 - Marketing Analyst	25.96
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	18.99
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	16.66
99810 - Sales Clerk	12.14
99820 - School Crossing Guard	13.19
99830 - Survey Party Chief	24.43
99831 - Surveying Aide	16.55
99832 - Surveying Technician	22.21
99840 - Vending Machine Attendant	14.11
99841 - Vending Machine Repairer	17.73
99842 - Vending Machine Repairer Helper	14.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5505
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: Idaho

Area: Idaho County of Kootenai

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		22.10
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		12.18
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		14.95
01051 - Data Entry Operator I		13.40
01052 - Data Entry Operator II		14.62
01060 - Dispatcher Motor Vehicle		17.93
01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03

01113 - General Clerk III	15.75
01120 - Housing Referral Assistant	20.47
01141 - Messenger Courier	11.92
01191 - Order Clerk I	15.41
01192 - Order Clerk II	16.81
01261 - Personnel Assistant (Employment) I	15.35
01262 - Personnel Assistant (Employment) II	17.17
01263 - Personnel Assistant (Employment) III	19.15
01270 - Production Control Clerk	18.51
01290 - Rental Clerk	14.95
01300 - Scheduler Maintenance	16.41
01311 - Secretary I	16.41
01312 - Secretary II	18.36
01313 - Secretary III	20.47
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	22.10
01420 - Survey Worker	16.69
01460 - Switchboard Operator/Receptionist	15.06
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.62
01612 - Word Processor II	16.41
01613 - Word Processor III	18.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	17.65
05010 - Automotive Electrician	17.67
05040 - Automotive Glass Installer	16.80
05070 - Automotive Worker	16.80
05110 - Mobile Equipment Servicer	14.82
05130 - Motor Equipment Metal Mechanic	18.70
05160 - Motor Equipment Metal Worker	16.80
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	15.84
05280 - Motor Vehicle Wrecker	16.80
05310 - Painter Automotive	17.75
05340 - Radiator Repair Specialist	16.80
05370 - Tire Repairer	14.31
05400 - Transmission Repair Specialist	18.70
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.03
07041 - Cook I	12.61
07042 - Cook II	14.23
07070 - Dishwasher	9.73
07130 - Food Service Worker	11.46
07210 - Meat Cutter	17.64
07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.85

09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.54
09110 - Furniture Repairer Minor	15.04
09130 - Upholsterer	16.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.58
11060 - Elevator Operator	12.51
11090 - Gardener	18.95
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	15.31
11240 - Maid or Houseman	10.91
11260 - Pruner	14.03
11270 - Tractor Operator	17.75
11330 - Trail Maintenance Worker	15.31
11360 - Window Cleaner	13.65
12000 - Health Occupations	
12010 - Ambulance Driver	19.77
12011 - Breath Alcohol Technician	19.77
12012 - Certified Occupational Therapist Assistant	27.12
12015 - Certified Physical Therapist Assistant	26.31
12020 - Dental Assistant	18.02
12025 - Dental Hygienist	40.77
12030 - EKG Technician	29.96
12035 - Electroneurodiagnostic Technologist	29.96
12040 - Emergency Medical Technician	19.77
12071 - Licensed Practical Nurse I	17.67
12072 - Licensed Practical Nurse II	19.77
12073 - Licensed Practical Nurse III	22.04
12100 - Medical Assistant	17.14
12130 - Medical Laboratory Technician	19.28
12160 - Medical Record Clerk	17.29
12190 - Medical Record Technician	19.35
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	43.44
12221 - Nursing Assistant I	11.59
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.22
12224 - Nursing Assistant IV	15.96
12235 - Optical Dispenser	19.77
12236 - Optical Technician	17.67
12250 - Pharmacy Technician	18.79
12280 - Phlebotomist	17.65
12305 - Radiologic Technologist	27.70
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)		24.49
12320 - Substance Abuse Treatment Counselor		22.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		14.75
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.95
13072 - Photographer II		16.76
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		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.42
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.58
14045 - Computer Operator V		23.90
14071 - Computer Programmer I	(see 1)	19.38
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		21.58
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.34
15020 - Aircrew Training Devices Instructor (Rated)		34.28
15030 - Air Crew Training Devices Instructor (Pilot)		40.93
15050 - Computer Based Training Specialist / Instructor		28.34
15060 - Educational Technologist		27.60
15070 - Flight Instructor (Pilot)		40.93
15080 - Graphic Artist		18.46
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 20.29
15095 - Technical Instructor/Course Developer 24.82
15110 - Test Proctor 16.38
15120 - Tutor 16.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.62
19040 - Tool And Die Maker 27.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 18.51
21040 - Material Expediter 18.51
21050 - Material Handling Laborer 14.52
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.53
23019 - Aircraft Logs and Records Technician 20.58
23021 - Aircraft Mechanic I 24.29
23022 - Aircraft Mechanic II 25.53
23023 - Aircraft Mechanic III 26.76
23040 - Aircraft Mechanic Helper 18.11
23050 - Aircraft Painter 23.06
23060 - Aircraft Servicer 20.58
23070 - Aircraft Survival Flight Equipment Technician 23.06
23080 - Aircraft Worker 21.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.29
23110 - Appliance Mechanic 22.62

23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	29.76
23130 - Carpenter Maintenance	19.73
23140 - Carpet Layer	21.41
23160 - Electrician Maintenance	26.62
23181 - Electronics Technician Maintenance I	21.41
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	20.18
23290 - Fire Alarm System Mechanic	23.83
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	23.83
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	24.29
23381 - Ground Support Equipment Servicer	20.58
23382 - Ground Support Equipment Worker	21.82
23391 - Gunsmith I	18.97
23392 - Gunsmith II	21.41
23393 - Gunsmith III	23.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	26.61
23460 - Instrument Mechanic	23.83
23465 - Laboratory/Shelter Mechanic	22.62
23470 - Laborer	14.52
23510 - Locksmith	22.62
23530 - Machinery Maintenance Mechanic	23.07
23550 - Machinist Maintenance	22.32
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	23.83
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	26.26
23640 - Millwright	25.00
23710 - Office Appliance Repairer	25.27
23760 - Painter Maintenance	17.15
23790 - Pipefitter Maintenance	23.91
23810 - Plumber Maintenance	22.62
23820 - Pneudraulic Systems Mechanic	23.83
23850 - Rigger	23.83
23870 - Scale Mechanic	21.41
23890 - Sheet-Metal Worker Maintenance	23.83
23910 - Small Engine Mechanic	21.41
23931 - Telecommunications Mechanic I	26.63
23932 - Telecommunications Mechanic II	28.00
23950 - Telephone Lineman	23.49
23960 - Welder Combination Maintenance	18.19

23965 - Well Driller	23.83
23970 - Woodcraft Worker	23.83
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
24550 - Case Manager	14.34
24570 - Child Care Attendant	11.16
24580 - Child Care Center Clerk	13.92
24610 - Chore Aide	11.91
24620 - Family Readiness And Support Services Coordinator	14.34
24630 - Homemaker	14.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	23.22
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	17.76
25210 - Water Treatment Plant Operator	23.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.85
27007 - Baggage Inspector	15.18
27008 - Corrections Officer	25.41
27010 - Court Security Officer	25.41
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	25.41
27070 - Firefighter	25.41
27101 - Guard I	15.18
27102 - Guard II	16.99
27131 - Police Officer I	25.87
27132 - Police Officer II	28.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.48
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.67
28210 - Gate Attendant/Gate Tender	17.49
28310 - Lifeguard	14.38
28350 - Park Attendant (Aide)	18.59
28510 - Recreation Aide/Health Facility Attendant	14.29
28515 - Recreation Specialist	21.87
28630 - Sports Official	15.59
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.41
29020 - Hatch Tender	21.41
29030 - Line Handler	21.41
29041 - Stevedore I	20.18
29042 - Stevedore II	22.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		25.32
30051 - Cryogenic Technician I		25.29
30052 - Cryogenic Technician II		27.93
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.55
30082 - Engineering Technician II		16.34
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		22.64
30085 - Engineering Technician V		27.70
30086 - Engineering Technician VI		33.51
30090 - Environmental Technician		22.83
30095 - Evidence Control Specialist		22.83
30210 - Laboratory Technician		20.55
30221 - Latent Fingerprint Technician I		25.29
30222 - Latent Fingerprint Technician II		27.93
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.11
30363 - Paralegal/Legal Assistant III		28.27
30364 - Paralegal/Legal Assistant IV		34.21
30375 - Petroleum Supply Specialist		27.93
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		27.93
30461 - Technical Writer I		22.83
30462 - Technical Writer II		27.93
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		25.54
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.31
31030 - Bus Driver		20.17
31043 - Driver Courier		15.00
31260 - Parking and Lot Attendant		14.00
31290 - Shuttle Bus Driver		16.36

31310 - Taxi Driver	13.16
31361 - Truckdriver Light	16.36
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	21.40
31364 - Truckdriver Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.10
99050 - Desk Clerk	10.27
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	25.92
99310 - Mortician	25.86
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	21.87
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5506
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: Idaho

Area: Idaho County of Kootenai

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		22.10
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		12.18
01042 - Customer Service Representative II		13.70
01043 - Customer Service Representative III		14.95
01051 - Data Entry Operator I		13.40
01052 - Data Entry Operator II		14.62
01060 - Dispatcher Motor Vehicle		17.93
01070 - Document Preparation Clerk		14.62

01090 - Duplicating Machine Operator	14.62
01111 - General Clerk I	12.86
01112 - General Clerk II	14.03
01113 - General Clerk III	15.75
01120 - Housing Referral Assistant	20.47
01141 - Messenger Courier	11.92
01191 - Order Clerk I	15.41
01192 - Order Clerk II	16.81
01261 - Personnel Assistant (Employment) I	15.35
01262 - Personnel Assistant (Employment) II	17.17
01263 - Personnel Assistant (Employment) III	19.15
01270 - Production Control Clerk	18.51
01290 - Rental Clerk	14.95
01300 - Scheduler Maintenance	16.41
01311 - Secretary I	16.41
01312 - Secretary II	18.36
01313 - Secretary III	20.47
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	22.10
01420 - Survey Worker	16.69
01460 - Switchboard Operator/Receptionist	15.06
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.62
01612 - Word Processor II	16.41
01613 - Word Processor III	18.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	17.65
05010 - Automotive Electrician	17.67
05040 - Automotive Glass Installer	16.80
05070 - Automotive Worker	16.80
05110 - Mobile Equipment Servicer	14.82
05130 - Motor Equipment Metal Mechanic	18.70
05160 - Motor Equipment Metal Worker	16.80
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	15.84
05280 - Motor Vehicle Wrecker	16.80
05310 - Painter Automotive	17.75
05340 - Radiator Repair Specialist	16.80
05370 - Tire Repairer	14.31
05400 - Transmission Repair Specialist	18.70
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.03
07041 - Cook I	12.61
07042 - Cook II	14.23
07070 - Dishwasher	9.73
07130 - Food Service Worker	11.46
07210 - Meat Cutter	17.64

07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.85
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.54
09110 - Furniture Repairer Minor	15.04
09130 - Upholsterer	16.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.58
11060 - Elevator Operator	12.51
11090 - Gardener	18.95
11122 - Housekeeping Aide	12.51
11150 - Janitor	12.51
11210 - Laborer Grounds Maintenance	15.31
11240 - Maid or Houseman	10.91
11260 - Pruner	14.03
11270 - Tractor Operator	17.75
11330 - Trail Maintenance Worker	15.31
11360 - Window Cleaner	13.65
12000 - Health Occupations	
12010 - Ambulance Driver	19.77
12011 - Breath Alcohol Technician	19.77
12012 - Certified Occupational Therapist Assistant	27.12
12015 - Certified Physical Therapist Assistant	26.31
12020 - Dental Assistant	18.02
12025 - Dental Hygienist	40.77
12030 - EKG Technician	29.96
12035 - Electroneurodiagnostic Technologist	29.96
12040 - Emergency Medical Technician	19.77
12071 - Licensed Practical Nurse I	17.67
12072 - Licensed Practical Nurse II	19.77
12073 - Licensed Practical Nurse III	22.04
12100 - Medical Assistant	17.14
12130 - Medical Laboratory Technician	19.28
12160 - Medical Record Clerk	17.29
12190 - Medical Record Technician	19.35
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	43.44
12221 - Nursing Assistant I	11.59
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.22
12224 - Nursing Assistant IV	15.96
12235 - Optical Dispenser	19.77
12236 - Optical Technician	17.67
12250 - Pharmacy Technician	18.79
12280 - Phlebotomist	17.65
12305 - Radiologic Technologist	27.70
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)		24.49
12320 - Substance Abuse Treatment Counselor		22.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		14.75
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.95
13072 - Photographer II		16.76
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		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.42
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.58
14045 - Computer Operator V		23.90
14071 - Computer Programmer I	(see 1)	19.38
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		21.58
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.34
15020 - Aircrew Training Devices Instructor (Rated)		34.28
15030 - Air Crew Training Devices Instructor (Pilot)		40.93
15050 - Computer Based Training Specialist / Instructor		28.34
15060 - Educational Technologist		27.60

15070 - Flight Instructor (Pilot) 40.93
15080 - Graphic Artist 18.46
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 20.29
15095 - Technical Instructor/Course Developer 24.82
15110 - Test Proctor 16.38
15120 - Tutor 16.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.62
19040 - Tool And Die Maker 27.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 18.51
21040 - Material Expediter 18.51
21050 - Material Handling Laborer 14.52
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.53
23019 - Aircraft Logs and Records Technician 20.58
23021 - Aircraft Mechanic I 24.29
23022 - Aircraft Mechanic II 25.53
23023 - Aircraft Mechanic III 26.76
23040 - Aircraft Mechanic Helper 18.11
23050 - Aircraft Painter 23.06
23060 - Aircraft Servicer 20.58
23070 - Aircraft Survival Flight Equipment Technician 23.06
23080 - Aircraft Worker 21.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.82

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.29
23110 - Appliance Mechanic 22.62
23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 29.76
23130 - Carpenter Maintenance 19.73
23140 - Carpet Layer 21.41
23160 - Electrician Maintenance 26.62
23181 - Electronics Technician Maintenance I 21.41
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 20.18
23290 - Fire Alarm System Mechanic 23.83
23310 - Fire Extinguisher Repairer 18.97
23311 - Fuel Distribution System Mechanic 23.83
23312 - Fuel Distribution System Operator 18.97
23370 - General Maintenance Worker 17.60
23380 - Ground Support Equipment Mechanic 24.29
23381 - Ground Support Equipment Servicer 20.58
23382 - Ground Support Equipment Worker 21.82
23391 - Gunsmith I 18.97
23392 - Gunsmith II 21.41
23393 - Gunsmith III 23.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.04
23430 - Heavy Equipment Mechanic 25.42
23440 - Heavy Equipment Operator 26.61
23460 - Instrument Mechanic 23.83
23465 - Laboratory/Shelter Mechanic 22.62
23470 - Laborer 14.52
23510 - Locksmith 22.62
23530 - Machinery Maintenance Mechanic 23.07
23550 - Machinist Maintenance 22.32
23580 - Maintenance Trades Helper 15.43
23591 - Metrology Technician I 23.83
23592 - Metrology Technician II 25.05
23593 - Metrology Technician III 26.26
23640 - Millwright 25.00
23710 - Office Appliance Repairer 25.27
23760 - Painter Maintenance 17.15
23790 - Pipefitter Maintenance 23.91
23810 - Plumber Maintenance 22.62
23820 - Pneudraulic Systems Mechanic 23.83
23850 - Rigger 23.83
23870 - Scale Mechanic 21.41
23890 - Sheet-Metal Worker Maintenance 23.83
23910 - Small Engine Mechanic 21.41
23931 - Telecommunications Mechanic I 26.63

23932 - Telecommunications Mechanic II 28.00
23950 - Telephone Lineman 23.49
23960 - Welder Combination Maintenance 18.19
23965 - Well Driller 23.83
23970 - Woodcraft Worker 23.83
23980 - Woodworker 18.97
24000 - Personal Needs Occupations
24550 - Case Manager 14.34
24570 - Child Care Attendant 11.16
24580 - Child Care Center Clerk 13.92
24610 - Chore Aide 11.91
24620 - Family Readiness And Support Services Coordinator 14.34
24630 - Homemaker 14.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.83
25040 - Sewage Plant Operator 23.22
25070 - Stationary Engineer 23.83
25190 - Ventilation Equipment Tender 17.76
25210 - Water Treatment Plant Operator 23.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.85
27007 - Baggage Inspector 15.18
27008 - Corrections Officer 25.41
27010 - Court Security Officer 25.41
27030 - Detection Dog Handler 16.99
27040 - Detention Officer 25.41
27070 - Firefighter 25.41
27101 - Guard I 15.18
27102 - Guard II 16.99
27131 - Police Officer I 25.87
27132 - Police Officer II 28.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.48
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 10.67
28210 - Gate Attendant/Gate Tender 17.49
28310 - Lifeguard 14.38
28350 - Park Attendant (Aide) 18.59
28510 - Recreation Aide/Health Facility Attendant 14.29
28515 - Recreation Specialist 21.87
28630 - Sports Official 15.59
28690 - Swimming Pool Operator 17.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.41
29020 - Hatch Tender 21.41
29030 - Line Handler 21.41
29041 - Stevedore I 20.18
29042 - Stevedore II 22.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 25.32
30051 - Cryogenic Technician I 25.29
30052 - Cryogenic Technician II 27.93
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 14.55
30082 - Engineering Technician II 16.34
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 22.64
30085 - Engineering Technician V 27.70
30086 - Engineering Technician VI 33.51
30090 - Environmental Technician 22.83
30095 - Evidence Control Specialist 22.83
30210 - Laboratory Technician 20.55
30221 - Latent Fingerprint Technician I 25.29
30222 - Latent Fingerprint Technician II 27.93
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 18.66
30362 - Paralegal/Legal Assistant II 23.11
30363 - Paralegal/Legal Assistant III 28.27
30364 - Paralegal/Legal Assistant IV 34.21
30375 - Petroleum Supply Specialist 27.93
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 27.93
30461 - Technical Writer I 22.83
30462 - Technical Writer II 27.93
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 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.31
31030 - Bus Driver 20.17

31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	14.00
31290 - Shuttle Bus Driver	16.36
31310 - Taxi Driver	13.16
31361 - Truckdriver Light	16.36
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	21.40
31364 - Truckdriver Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.10
99050 - Desk Clerk	10.27
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.40
99260 - Marketing Analyst	25.92
99310 - Mortician	25.86
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	21.87
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5507
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: Idaho

Area: Idaho Counties of Bonneville Butte Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.11
01012 - Accounting Clerk II		14.72
01013 - Accounting Clerk III		16.47
01020 - Administrative Assistant		19.57
01035 - Court Reporter		22.66
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		11.96
01052 - Data Entry Operator II		13.05
01060 - Dispatcher Motor Vehicle		20.49
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.25
01112 - General Clerk II		13.37

01113 - General Clerk III	15.01
01120 - Housing Referral Assistant	17.99
01141 - Messenger Courier	11.40
01191 - Order Clerk I	16.24
01192 - Order Clerk II	17.72
01261 - Personnel Assistant (Employment) I	14.77
01262 - Personnel Assistant (Employment) II	16.52
01263 - Personnel Assistant (Employment) III	18.41
01270 - Production Control Clerk	23.63
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	14.43
01311 - Secretary I	14.43
01312 - Secretary II	16.14
01313 - Secretary III	17.99
01320 - Service Order Dispatcher	18.31
01410 - Supply Technician	19.57
01420 - Survey Worker	12.90
01460 - Switchboard Operator/Receptionist	13.06
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.03
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.25
05010 - Automotive Electrician	20.64
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	19.43
05110 - Mobile Equipment Servicer	16.84
05130 - Motor Equipment Metal Mechanic	22.00
05160 - Motor Equipment Metal Worker	19.43
05190 - Motor Vehicle Mechanic	22.00
05220 - Motor Vehicle Mechanic Helper	15.46
05250 - Motor Vehicle Upholstery Worker	18.22
05280 - Motor Vehicle Wrecker	19.43
05310 - Painter Automotive	20.64
05340 - Radiator Repair Specialist	19.76
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	22.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.91
07041 - Cook I	10.48
07042 - Cook II	12.07
07070 - Dishwasher	10.03
07130 - Food Service Worker	10.35
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.11

09040 - Furniture Handler	14.63
09080 - Furniture Refinisher	17.99
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	16.85
09130 - Upholsterer	17.99
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	11.91
11090 - Gardener	17.39
11122 - Housekeeping Aide	11.91
11150 - Janitor	11.91
11210 - Laborer Grounds Maintenance	13.19
11240 - Maid or Houseman	9.79
11260 - Pruner	11.57
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.19
11360 - Window Cleaner	13.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	16.77
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	27.79
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	36.33
12030 - EKG Technician	25.40
12035 - Electroneurodiagnostic Technologist	25.40
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.98
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.69
12100 - Medical Assistant	15.23
12130 - Medical Laboratory Technician	21.21
12160 - Medical Record Clerk	13.84
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	36.84
12221 - Nursing Assistant I	12.11
12222 - Nursing Assistant II	13.62
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	15.78
12236 - Optical Technician	14.98
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	15.24
12305 - Radiologic Technologist	26.88
12311 - Registered Nurse I	24.17
12312 - Registered Nurse II	29.57
12313 - Registered Nurse II Specialist	29.57
12314 - Registered Nurse III	35.78
12315 - Registered Nurse III Anesthetist	35.78

12316 - Registered Nurse IV		42.88
12317 - Scheduler (Drug and Alcohol Testing)		20.76
12320 - Substance Abuse Treatment Counselor		26.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		20.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	19.38
14072 - Computer Programmer II	(see 1)	25.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.16
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.37
15020 - Aircrew Training Devices Instructor (Rated)		40.37
15030 - Air Crew Training Devices Instructor (Pilot)		44.41
15050 - Computer Based Training Specialist / Instructor		33.37
15060 - Educational Technologist		25.09
15070 - Flight Instructor (Pilot)		44.41
15080 - Graphic Artist		20.31
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.70

15086 - Maintenance Test Pilot Rotary Wing 51.70
15088 - Non-Maintenance Test/Co-Pilot 51.70
15090 - Technical Instructor 29.57
15095 - Technical Instructor/Course Developer 36.18
15110 - Test Proctor 23.83
15120 - Tutor 23.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.92
19040 - Tool And Die Maker 28.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.68
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 12.15
21071 - Order Filler 12.92
21080 - Production Line Worker (Food Processing) 15.68
21110 - Shipping Packer 15.72
21130 - Shipping/Receiving Clerk 15.72
21140 - Store Worker I 12.16
21150 - Stock Clerk 17.12
21210 - Tools And Parts Attendant 15.68
21410 - Warehouse Specialist 15.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.95
23019 - Aircraft Logs and Records Technician 20.91
23021 - Aircraft Mechanic I 24.68
23022 - Aircraft Mechanic II 25.95
23023 - Aircraft Mechanic III 27.20
23040 - Aircraft Mechanic Helper 18.14
23050 - Aircraft Painter 23.43
23060 - Aircraft Servicer 20.91
23070 - Aircraft Survival Flight Equipment Technician 23.43
23080 - Aircraft Worker 22.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.68
23110 - Appliance Mechanic 22.66

23120 - Bicycle Repairer	15.59
23125 - Cable Splicer	39.61
23130 - Carpenter Maintenance	20.45
23140 - Carpet Layer	22.17
23160 - Electrician Maintenance	25.82
23181 - Electronics Technician Maintenance I	22.17
23182 - Electronics Technician Maintenance II	23.43
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.65
23311 - Fuel Distribution System Mechanic	24.68
23312 - Fuel Distribution System Operator	19.65
23370 - General Maintenance Worker	17.12
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	20.91
23382 - Ground Support Equipment Worker	22.17
23391 - Gunsmith I	19.65
23392 - Gunsmith II	22.17
23393 - Gunsmith III	24.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.46
23430 - Heavy Equipment Mechanic	22.53
23440 - Heavy Equipment Operator	22.02
23460 - Instrument Mechanic	24.68
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	12.15
23510 - Locksmith	23.27
23530 - Machinery Maintenance Mechanic	25.67
23550 - Machinist Maintenance	21.20
23580 - Maintenance Trades Helper	14.29
23591 - Metrology Technician I	24.68
23592 - Metrology Technician II	25.95
23593 - Metrology Technician III	27.20
23640 - Millwright	24.68
23710 - Office Appliance Repairer	19.92
23760 - Painter Maintenance	17.59
23790 - Pipefitter Maintenance	25.76
23810 - Plumber Maintenance	24.17
23820 - Pneudraulic Systems Mechanic	24.68
23850 - Rigger	24.68
23870 - Scale Mechanic	22.17
23890 - Sheet-Metal Worker Maintenance	24.68
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	30.70
23932 - Telecommunications Mechanic II	32.62
23950 - Telephone Lineman	24.68
23960 - Welder Combination Maintenance	18.32

23965 - Well Driller	26.60
23970 - Woodcraft Worker	24.68
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24550 - Case Manager	16.98
24570 - Child Care Attendant	9.62
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	16.98
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.68
25040 - Sewage Plant Operator	20.92
25070 - Stationary Engineer	24.68
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant Operator	20.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.38
27007 - Baggage Inspector	15.97
27008 - Corrections Officer	20.79
27010 - Court Security Officer	20.69
27030 - Detection Dog Handler	19.12
27040 - Detention Officer	20.79
27070 - Firefighter	20.72
27101 - Guard I	15.97
27102 - Guard II	19.12
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	13.84
28350 - Park Attendant (Aide)	18.59
28510 - Recreation Aide/Health Facility Attendant	14.42
28515 - Recreation Specialist	21.53
28630 - Sports Official	15.74
28690 - Swimming Pool Operator	19.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.17
29020 - Hatch Tender	22.17
29030 - Line Handler	22.17
29041 - Stevedore I	20.91
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.08
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 25.06
30030 - Cartographic Technician 25.06
30040 - Civil Engineering Technician 25.55
30051 - Cryogenic Technician I 27.76
30052 - Cryogenic Technician II 30.66
30061 - Drafter/CAD Operator I 18.08
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 22.56
30064 - Drafter/CAD Operator IV 27.76
30081 - Engineering Technician I 14.27
30082 - Engineering Technician II 16.01
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 22.19
30085 - Engineering Technician V 27.15
30086 - Engineering Technician VI 32.85
30090 - Environmental Technician 29.71
30095 - Evidence Control Specialist 25.06
30210 - Laboratory Technician 27.90
30221 - Latent Fingerprint Technician I 27.76
30222 - Latent Fingerprint Technician II 30.66
30240 - Mathematical Technician 25.06
30361 - Paralegal/Legal Assistant I 19.12
30362 - Paralegal/Legal Assistant II 23.68
30363 - Paralegal/Legal Assistant III 28.97
30364 - Paralegal/Legal Assistant IV 35.04
30375 - Petroleum Supply Specialist 30.66
30390 - Photo-Optics Technician 25.06
30395 - Radiation Control Technician 30.66
30461 - Technical Writer I 27.87
30462 - Technical Writer II 33.90
30463 - Technical Writer III 35.98
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.76
30502 - Weather Forecaster II 33.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.56
30621 - Weather Observer Senior (see 2) 25.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.43
31030 - Bus Driver 16.87
31043 - Driver Courier 14.42
31260 - Parking and Lot Attendant 11.06
31290 - Shuttle Bus Driver 15.40

31310 - Taxi Driver	13.03
31361 - Truckdriver Light	15.40
31362 - Truckdriver Medium	16.39
31363 - Truckdriver Heavy	17.98
31364 - Truckdriver Tractor-Trailer	17.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.00
99050 - Desk Clerk	11.00
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.95
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	23.27
99310 - Mortician	25.86
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.56
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.53
99810 - Sales Clerk	12.84
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5508
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: Idaho

Area: Idaho Counties of Bonneville Butte Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.11
01012 - Accounting Clerk II		14.72
01013 - Accounting Clerk III		16.47
01020 - Administrative Assistant		19.57
01035 - Court Reporter		22.66
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		11.96
01052 - Data Entry Operator II		13.05
01060 - Dispatcher Motor Vehicle		20.49
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	12.25
01112 - General Clerk II	13.37
01113 - General Clerk III	15.01
01120 - Housing Referral Assistant	17.99
01141 - Messenger Courier	11.40
01191 - Order Clerk I	16.24
01192 - Order Clerk II	17.72
01261 - Personnel Assistant (Employment) I	14.77
01262 - Personnel Assistant (Employment) II	16.52
01263 - Personnel Assistant (Employment) III	18.41
01270 - Production Control Clerk	23.63
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	14.43
01311 - Secretary I	14.43
01312 - Secretary II	16.14
01313 - Secretary III	17.99
01320 - Service Order Dispatcher	18.31
01410 - Supply Technician	19.57
01420 - Survey Worker	12.90
01460 - Switchboard Operator/Receptionist	13.06
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.03
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.25
05010 - Automotive Electrician	20.64
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	19.43
05110 - Mobile Equipment Servicer	16.84
05130 - Motor Equipment Metal Mechanic	22.00
05160 - Motor Equipment Metal Worker	19.43
05190 - Motor Vehicle Mechanic	22.00
05220 - Motor Vehicle Mechanic Helper	15.46
05250 - Motor Vehicle Upholstery Worker	18.22
05280 - Motor Vehicle Wrecker	19.43
05310 - Painter Automotive	20.64
05340 - Radiator Repair Specialist	19.76
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	22.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.91
07041 - Cook I	10.48
07042 - Cook II	12.07
07070 - Dishwasher	10.03
07130 - Food Service Worker	10.35
07210 - Meat Cutter	15.84

07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.11
09040 - Furniture Handler	14.63
09080 - Furniture Refinisher	17.99
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	16.85
09130 - Upholsterer	17.99
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.73
11060 - Elevator Operator	11.91
11090 - Gardener	17.39
11122 - Housekeeping Aide	11.91
11150 - Janitor	11.91
11210 - Laborer Grounds Maintenance	13.19
11240 - Maid or Houseman	9.79
11260 - Pruner	11.57
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.19
11360 - Window Cleaner	13.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	16.77
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	27.79
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	36.33
12030 - EKG Technician	25.40
12035 - Electroneurodiagnostic Technologist	25.40
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.98
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.69
12100 - Medical Assistant	15.23
12130 - Medical Laboratory Technician	21.21
12160 - Medical Record Clerk	13.84
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	36.84
12221 - Nursing Assistant I	12.11
12222 - Nursing Assistant II	13.62
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	15.78
12236 - Optical Technician	14.98
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	15.24
12305 - Radiologic Technologist	26.88
12311 - Registered Nurse I	24.17
12312 - Registered Nurse II	29.57

12313 - Registered Nurse II Specialist		29.57
12314 - Registered Nurse III		35.78
12315 - Registered Nurse III Anesthetist		35.78
12316 - Registered Nurse IV		42.88
12317 - Scheduler (Drug and Alcohol Testing)		20.76
12320 - Substance Abuse Treatment Counselor		26.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		20.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	19.38
14072 - Computer Programmer II	(see 1)	25.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.16
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.37
15020 - Aircrew Training Devices Instructor (Rated)		40.37
15030 - Air Crew Training Devices Instructor (Pilot)		44.41
15050 - Computer Based Training Specialist / Instructor		33.37
15060 - Educational Technologist		25.09

15070 - Flight Instructor (Pilot) 44.41
15080 - Graphic Artist 20.31
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.70
15086 - Maintenance Test Pilot Rotary Wing 51.70
15088 - Non-Maintenance Test/Co-Pilot 51.70
15090 - Technical Instructor 29.57
15095 - Technical Instructor/Course Developer 36.18
15110 - Test Proctor 23.83
15120 - Tutor 23.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.92
19040 - Tool And Die Maker 28.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.68
21030 - Material Coordinator 23.63
21040 - Material Expediter 23.63
21050 - Material Handling Laborer 12.15
21071 - Order Filler 12.92
21080 - Production Line Worker (Food Processing) 15.68
21110 - Shipping Packer 15.72
21130 - Shipping/Receiving Clerk 15.72
21140 - Store Worker I 12.16
21150 - Stock Clerk 17.12
21210 - Tools And Parts Attendant 15.68
21410 - Warehouse Specialist 15.68
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.95
23019 - Aircraft Logs and Records Technician 20.91
23021 - Aircraft Mechanic I 24.68
23022 - Aircraft Mechanic II 25.95
23023 - Aircraft Mechanic III 27.20
23040 - Aircraft Mechanic Helper 18.14
23050 - Aircraft Painter 23.43
23060 - Aircraft Servicer 20.91
23070 - Aircraft Survival Flight Equipment Technician 23.43
23080 - Aircraft Worker 22.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.68
23110 - Appliance Mechanic 22.66
23120 - Bicycle Repairer 15.59
23125 - Cable Splicer 39.61
23130 - Carpenter Maintenance 20.45
23140 - Carpet Layer 22.17
23160 - Electrician Maintenance 25.82
23181 - Electronics Technician Maintenance I 22.17
23182 - Electronics Technician Maintenance II 23.43
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 22.53
23310 - Fire Extinguisher Repairer 19.65
23311 - Fuel Distribution System Mechanic 24.68
23312 - Fuel Distribution System Operator 19.65
23370 - General Maintenance Worker 17.12
23380 - Ground Support Equipment Mechanic 24.68
23381 - Ground Support Equipment Servicer 20.91
23382 - Ground Support Equipment Worker 22.17
23391 - Gunsmith I 19.65
23392 - Gunsmith II 22.17
23393 - Gunsmith III 24.68
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.46
23430 - Heavy Equipment Mechanic 22.53
23440 - Heavy Equipment Operator 22.02
23460 - Instrument Mechanic 24.68
23465 - Laboratory/Shelter Mechanic 23.43
23470 - Laborer 12.15
23510 - Locksmith 23.27
23530 - Machinery Maintenance Mechanic 25.67
23550 - Machinist Maintenance 21.20
23580 - Maintenance Trades Helper 14.29
23591 - Metrology Technician I 24.68
23592 - Metrology Technician II 25.95
23593 - Metrology Technician III 27.20
23640 - Millwright 24.68
23710 - Office Appliance Repairer 19.92
23760 - Painter Maintenance 17.59
23790 - Pipefitter Maintenance 25.76
23810 - Plumber Maintenance 24.17
23820 - Pneudraulic Systems Mechanic 24.68
23850 - Rigger 24.68
23870 - Scale Mechanic 22.17
23890 - Sheet-Metal Worker Maintenance 24.68
23910 - Small Engine Mechanic 19.70
23931 - Telecommunications Mechanic I 30.70

23932 - Telecommunications Mechanic II 32.62
23950 - Telephone Lineman 24.68
23960 - Welder Combination Maintenance 18.32
23965 - Well Driller 26.60
23970 - Woodcraft Worker 24.68
23980 - Woodworker 19.01
24000 - Personal Needs Occupations
24550 - Case Manager 16.98
24570 - Child Care Attendant 9.62
24580 - Child Care Center Clerk 12.47
24610 - Chore Aide 10.93
24620 - Family Readiness And Support Services Coordinator 16.98
24630 - Homemaker 16.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.68
25040 - Sewage Plant Operator 20.92
25070 - Stationary Engineer 24.68
25190 - Ventilation Equipment Tender 18.17
25210 - Water Treatment Plant Operator 20.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.38
27007 - Baggage Inspector 15.97
27008 - Corrections Officer 20.79
27010 - Court Security Officer 20.69
27030 - Detection Dog Handler 19.12
27040 - Detention Officer 20.79
27070 - Firefighter 20.72
27101 - Guard I 15.97
27102 - Guard II 19.12
27131 - Police Officer I 22.26
27132 - Police Officer II 24.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.15
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 10.11
28210 - Gate Attendant/Gate Tender 17.67
28310 - Lifeguard 13.84
28350 - Park Attendant (Aide) 18.59
28510 - Recreation Aide/Health Facility Attendant 14.42
28515 - Recreation Specialist 21.53
28630 - Sports Official 15.74
28690 - Swimming Pool Operator 19.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.17
29020 - Hatch Tender 22.17
29030 - Line Handler 22.17
29041 - Stevedore I 20.91
29042 - Stevedore II 23.43
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.08
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 25.06
30030 - Cartographic Technician 25.06
30040 - Civil Engineering Technician 25.55
30051 - Cryogenic Technician I 27.76
30052 - Cryogenic Technician II 30.66
30061 - Drafter/CAD Operator I 18.08
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 22.56
30064 - Drafter/CAD Operator IV 27.76
30081 - Engineering Technician I 14.27
30082 - Engineering Technician II 16.01
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 22.19
30085 - Engineering Technician V 27.15
30086 - Engineering Technician VI 32.85
30090 - Environmental Technician 29.71
30095 - Evidence Control Specialist 25.06
30210 - Laboratory Technician 27.90
30221 - Latent Fingerprint Technician I 27.76
30222 - Latent Fingerprint Technician II 30.66
30240 - Mathematical Technician 25.06
30361 - Paralegal/Legal Assistant I 19.12
30362 - Paralegal/Legal Assistant II 23.68
30363 - Paralegal/Legal Assistant III 28.97
30364 - Paralegal/Legal Assistant IV 35.04
30375 - Petroleum Supply Specialist 30.66
30390 - Photo-Optics Technician 25.06
30395 - Radiation Control Technician 30.66
30461 - Technical Writer I 27.87
30462 - Technical Writer II 33.90
30463 - Technical Writer III 35.98
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.76
30502 - Weather Forecaster II 33.77
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.56
30621 - Weather Observer Senior (see 2) 25.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.43
31030 - Bus Driver 16.87

31043 - Driver Courier	14.42
31260 - Parking and Lot Attendant	11.06
31290 - Shuttle Bus Driver	15.40
31310 - Taxi Driver	13.03
31361 - Truckdriver Light	15.40
31362 - Truckdriver Medium	16.39
31363 - Truckdriver Heavy	17.98
31364 - Truckdriver Tractor-Trailer	17.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.00
99050 - Desk Clerk	11.00
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.95
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	23.27
99310 - Mortician	25.86
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.56
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.53
99810 - Sales Clerk	12.84
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5509
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: Idaho

Area: Idaho County of Bannock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.50
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		16.86
01020 - Administrative Assistant		19.59
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		12.78
01042 - Customer Service Representative II		14.36
01043 - Customer Service Representative III		15.67
01051 - Data Entry Operator I		11.72
01052 - Data Entry Operator II		12.79
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.08
01112 - General Clerk II		13.19

01113 - General Clerk III 14.81
01120 - Housing Referral Assistant 17.90
01141 - Messenger Courier 10.69
01191 - Order Clerk I 14.76
01192 - Order Clerk II 16.11
01261 - Personnel Assistant (Employment) I 14.36
01262 - Personnel Assistant (Employment) II 16.06
01263 - Personnel Assistant (Employment) III 17.90
01270 - Production Control Clerk 18.51
01290 - Rental Clerk 13.43
01300 - Scheduler Maintenance 14.36
01311 - Secretary I 14.36
01312 - Secretary II 16.06
01313 - Secretary III 17.90
01320 - Service Order Dispatcher 19.32
01410 - Supply Technician 19.59
01420 - Survey Worker 15.17
01460 - Switchboard Operator/Receptionist 12.63
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.57
01611 - Word Processor I 13.03
01612 - Word Processor II 14.36
01613 - Word Processor III 16.06
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.93
05010 - Automotive Electrician 17.79
05040 - Automotive Glass Installer 17.23
05070 - Automotive Worker 17.03
05110 - Mobile Equipment Servicer 14.53
05130 - Motor Equipment Metal Mechanic 19.15
05160 - Motor Equipment Metal Worker 17.03
05190 - Motor Vehicle Mechanic 19.15
05220 - Motor Vehicle Mechanic Helper 13.92
05250 - Motor Vehicle Upholstery Worker 16.09
05280 - Motor Vehicle Wrecker 17.03
05310 - Painter Automotive 18.18
05340 - Radiator Repair Specialist 17.91
05370 - Tire Repairer 13.87
05400 - Transmission Repair Specialist 19.15
07000 - Food Preparation And Service Occupations
07010 - Baker 15.83
07041 - Cook I 11.21
07042 - Cook II 12.91
07070 - Dishwasher 9.59
07130 - Food Service Worker 12.19
07210 - Meat Cutter 15.96
07260 - Waiter/Waitress 9.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.92

09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	16.19
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.76
11060 - Elevator Operator	11.54
11090 - Gardener	17.19
11122 - Housekeeping Aide	11.54
11150 - Janitor	11.54
11210 - Laborer Grounds Maintenance	12.99
11240 - Maid or Houseman	10.29
11260 - Pruner	11.40
11270 - Tractor Operator	15.76
11330 - Trail Maintenance Worker	12.99
11360 - Window Cleaner	13.15
12000 - Health Occupations	
12010 - Ambulance Driver	19.87
12011 - Breath Alcohol Technician	19.87
12012 - Certified Occupational Therapist Assistant	26.57
12015 - Certified Physical Therapist Assistant	29.50
12020 - Dental Assistant	15.60
12025 - Dental Hygienist	33.20
12030 - EKG Technician	30.11
12035 - Electroneurodiagnostic Technologist	30.11
12040 - Emergency Medical Technician	19.87
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.87
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	16.71
12130 - Medical Laboratory Technician	17.76
12160 - Medical Record Clerk	17.78
12190 - Medical Record Technician	19.89
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	43.66
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	19.87
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	16.36
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II Specialist	27.78
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III Anesthetist	33.61

12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		24.61
12320 - Substance Abuse Treatment Counselor		24.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.89
13012 - Exhibits Specialist II		20.91
13013 - Exhibits Specialist III		25.58
13041 - Illustrator I		16.89
13042 - Illustrator II		20.91
13043 - Illustrator III		25.58
13047 - Librarian		23.16
13050 - Library Aide/Clerk		13.58
13054 - Library Information Technology Systems Administrator		20.91
13058 - Library Technician		14.64
13061 - Media Specialist I		15.09
13062 - Media Specialist II		16.89
13063 - Media Specialist III		18.82
13071 - Photographer I		14.95
13072 - Photographer II		16.89
13073 - Photographer III		20.72
13074 - Photographer IV		25.40
13075 - Photographer V		30.96
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.73
14043 - Computer Operator III		19.77
14044 - Computer Operator IV		21.96
14045 - Computer Operator V		24.32
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		36.70
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		22.29
15070 - Flight Instructor (Pilot)		36.70
15080 - Graphic Artist		20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.70

15086 - Maintenance Test Pilot Rotary Wing 36.70
15088 - Non-Maintenance Test/Co-Pilot 36.70
15090 - Technical Instructor 20.19
15095 - Technical Instructor/Course Developer 24.70
15110 - Test Proctor 16.30
15120 - Tutor 16.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.00
19040 - Tool And Die Maker 25.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.49
21030 - Material Coordinator 18.51
21040 - Material Expediter 18.51
21050 - Material Handling Laborer 12.16
21071 - Order Filler 12.86
21080 - Production Line Worker (Food Processing) 15.49
21110 - Shipping Packer 17.14
21130 - Shipping/Receiving Clerk 17.14
21140 - Store Worker I 12.16
21150 - Stock Clerk 17.12
21210 - Tools And Parts Attendant 15.49
21410 - Warehouse Specialist 15.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.63
23019 - Aircraft Logs and Records Technician 18.54
23021 - Aircraft Mechanic I 22.38
23022 - Aircraft Mechanic II 23.63
23023 - Aircraft Mechanic III 24.70
23040 - Aircraft Mechanic Helper 15.73
23050 - Aircraft Painter 21.00
23060 - Aircraft Servicer 18.54
23070 - Aircraft Survival Flight Equipment Technician 21.00
23080 - Aircraft Worker 19.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.38
23110 - Appliance Mechanic 21.00

23120 - Bicycle Repairer	15.96
23125 - Cable Splicer	29.76
23130 - Carpenter Maintenance	17.46
23140 - Carpet Layer	19.77
23160 - Electrician Maintenance	26.76
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	18.54
23290 - Fire Alarm System Mechanic	22.38
23310 - Fire Extinguisher Repairer	17.16
23311 - Fuel Distribution System Mechanic	23.02
23312 - Fuel Distribution System Operator	18.33
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	22.38
23381 - Ground Support Equipment Servicer	18.54
23382 - Ground Support Equipment Worker	19.77
23391 - Gunsmith I	17.16
23392 - Gunsmith II	19.77
23393 - Gunsmith III	23.02
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.89
23430 - Heavy Equipment Mechanic	24.78
23440 - Heavy Equipment Operator	20.89
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	21.00
23470 - Laborer	12.16
23510 - Locksmith	21.00
23530 - Machinery Maintenance Mechanic	25.67
23550 - Machinist Maintenance	22.38
23580 - Maintenance Trades Helper	15.73
23591 - Metrology Technician I	22.53
23592 - Metrology Technician II	23.66
23593 - Metrology Technician III	24.78
23640 - Millwright	23.02
23710 - Office Appliance Repairer	21.00
23760 - Painter Maintenance	21.00
23790 - Pipefitter Maintenance	23.53
23810 - Plumber Maintenance	22.07
23820 - Pneudraulic Systems Mechanic	23.02
23850 - Rigger	23.02
23870 - Scale Mechanic	19.77
23890 - Sheet-Metal Worker Maintenance	22.38
23910 - Small Engine Mechanic	19.77
23931 - Telecommunications Mechanic I	27.44
23932 - Telecommunications Mechanic II	28.97
23950 - Telephone Lineman	22.50
23960 - Welder Combination Maintenance	18.28

23965 - Well Driller	22.38
23970 - Woodcraft Worker	23.02
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	17.17
24570 - Child Care Attendant	9.47
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	17.17
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.38
25040 - Sewage Plant Operator	21.00
25070 - Stationary Engineer	22.38
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant Operator	21.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.27
27007 - Baggage Inspector	14.56
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	16.38
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	14.56
27102 - Guard II	16.38
27131 - Police Officer I	24.92
27132 - Police Officer II	27.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.71
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	18.22
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	19.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.68
29020 - Hatch Tender	20.68
29030 - Line Handler	20.68
29041 - Stevedore I	18.67
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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.41
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		13.93
30082 - Engineering Technician II		15.62
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.26
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		20.14
30362 - Paralegal/Legal Assistant II		24.94
30363 - Paralegal/Legal Assistant III		30.52
30364 - Paralegal/Legal Assistant IV		36.92
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.54
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.18
31030 - Bus Driver		18.85
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		14.40

31310 - Taxi Driver	15.57
31361 - Truckdriver Light	14.40
31362 - Truckdriver Medium	15.56
31363 - Truckdriver Heavy	19.56
31364 - Truckdriver Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.63
99050 - Desk Clerk	10.84
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.50
99252 - Laboratory Animal Caretaker II	15.82
99260 - Marketing Analyst	24.71
99310 - Mortician	25.86
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	14.60
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5510
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: Idaho

Area: Idaho County of Bannock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.50
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		16.86
01020 - Administrative Assistant		19.59
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		12.78
01042 - Customer Service Representative II		14.36
01043 - Customer Service Representative III		15.67
01051 - Data Entry Operator I		11.72
01052 - Data Entry Operator II		12.79
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		14.34

01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	12.08
01112 - General Clerk II	13.19
01113 - General Clerk III	14.81
01120 - Housing Referral Assistant	17.90
01141 - Messenger Courier	10.69
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	14.36
01262 - Personnel Assistant (Employment) II	16.06
01263 - Personnel Assistant (Employment) III	17.90
01270 - Production Control Clerk	18.51
01290 - Rental Clerk	13.43
01300 - Scheduler Maintenance	14.36
01311 - Secretary I	14.36
01312 - Secretary II	16.06
01313 - Secretary III	17.90
01320 - Service Order Dispatcher	19.32
01410 - Supply Technician	19.59
01420 - Survey Worker	15.17
01460 - Switchboard Operator/Receptionist	12.63
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.03
01612 - Word Processor II	14.36
01613 - Word Processor III	16.06
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.93
05010 - Automotive Electrician	17.79
05040 - Automotive Glass Installer	17.23
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.53
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	19.15
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	16.09
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter Automotive	18.18
05340 - Radiator Repair Specialist	17.91
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83
07041 - Cook I	11.21
07042 - Cook II	12.91
07070 - Dishwasher	9.59
07130 - Food Service Worker	12.19
07210 - Meat Cutter	15.96

07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	16.19
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.76
11060 - Elevator Operator	11.54
11090 - Gardener	17.19
11122 - Housekeeping Aide	11.54
11150 - Janitor	11.54
11210 - Laborer Grounds Maintenance	12.99
11240 - Maid or Houseman	10.29
11260 - Pruner	11.40
11270 - Tractor Operator	15.76
11330 - Trail Maintenance Worker	12.99
11360 - Window Cleaner	13.15
12000 - Health Occupations	
12010 - Ambulance Driver	19.87
12011 - Breath Alcohol Technician	19.87
12012 - Certified Occupational Therapist Assistant	26.57
12015 - Certified Physical Therapist Assistant	29.50
12020 - Dental Assistant	15.60
12025 - Dental Hygienist	33.20
12030 - EKG Technician	30.11
12035 - Electroneurodiagnostic Technologist	30.11
12040 - Emergency Medical Technician	19.87
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.87
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	16.71
12130 - Medical Laboratory Technician	17.76
12160 - Medical Record Clerk	17.78
12190 - Medical Record Technician	19.89
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	43.66
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	19.87
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	16.36
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78

12313 - Registered Nurse II Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III Anesthetist		33.61
12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		24.61
12320 - Substance Abuse Treatment Counselor		24.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.89
13012 - Exhibits Specialist II		20.91
13013 - Exhibits Specialist III		25.58
13041 - Illustrator I		16.89
13042 - Illustrator II		20.91
13043 - Illustrator III		25.58
13047 - Librarian		23.16
13050 - Library Aide/Clerk		13.58
13054 - Library Information Technology Systems Administrator		20.91
13058 - Library Technician		14.64
13061 - Media Specialist I		15.09
13062 - Media Specialist II		16.89
13063 - Media Specialist III		18.82
13071 - Photographer I		14.95
13072 - Photographer II		16.89
13073 - Photographer III		20.72
13074 - Photographer IV		25.40
13075 - Photographer V		30.96
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.73
14043 - Computer Operator III		19.77
14044 - Computer Operator IV		21.96
14045 - Computer Operator V		24.32
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		23.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.58
15020 - Aircrew Training Devices Instructor (Rated)		33.36
15030 - Air Crew Training Devices Instructor (Pilot)		36.70
15050 - Computer Based Training Specialist / Instructor		27.58
15060 - Educational Technologist		22.29

15070 - Flight Instructor (Pilot)	36.70
15080 - Graphic Artist	20.24
15085 - Maintenance Test Pilot Fixed Jet/Prop	36.70
15086 - Maintenance Test Pilot Rotary Wing	36.70
15088 - Non-Maintenance Test/Co-Pilot	36.70
15090 - Technical Instructor	20.19
15095 - Technical Instructor/Course Developer	24.70
15110 - Test Proctor	16.30
15120 - Tutor	16.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	12.01
16070 - Finisher Flatwork Machine	10.07
16090 - Presser Hand	10.07
16110 - Presser Machine Drycleaning	10.07
16130 - Presser Machine Shirts	10.07
16160 - Presser Machine Wearing Apparel Laundry	10.07
16190 - Sewing Machine Operator	12.66
16220 - Tailor	13.38
16250 - Washer Machine	10.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.00
19040 - Tool And Die Maker	25.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.49
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	12.16
21071 - Order Filler	12.86
21080 - Production Line Worker (Food Processing)	15.49
21110 - Shipping Packer	17.14
21130 - Shipping/Receiving Clerk	17.14
21140 - Store Worker I	12.16
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	15.49
21410 - Warehouse Specialist	15.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.63
23019 - Aircraft Logs and Records Technician	18.54
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.63
23023 - Aircraft Mechanic III	24.70
23040 - Aircraft Mechanic Helper	15.73
23050 - Aircraft Painter	21.00
23060 - Aircraft Servicer	18.54
23070 - Aircraft Survival Flight Equipment Technician	21.00
23080 - Aircraft Worker	19.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.77

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.38
II
23110 - Appliance Mechanic 21.00
23120 - Bicycle Repairer 15.96
23125 - Cable Splicer 29.76
23130 - Carpenter Maintenance 17.46
23140 - Carpet Layer 19.77
23160 - Electrician Maintenance 26.76
23181 - Electronics Technician Maintenance I 21.33
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 18.54
23290 - Fire Alarm System Mechanic 22.38
23310 - Fire Extinguisher Repairer 17.16
23311 - Fuel Distribution System Mechanic 23.02
23312 - Fuel Distribution System Operator 18.33
23370 - General Maintenance Worker 16.45
23380 - Ground Support Equipment Mechanic 22.38
23381 - Ground Support Equipment Servicer 18.54
23382 - Ground Support Equipment Worker 19.77
23391 - Gunsmith I 17.16
23392 - Gunsmith II 19.77
23393 - Gunsmith III 23.02
23410 - Heating Ventilation And Air-Conditioning 20.74
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.89
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.78
23440 - Heavy Equipment Operator 20.89
23460 - Instrument Mechanic 22.53
23465 - Laboratory/Shelter Mechanic 21.00
23470 - Laborer 12.16
23510 - Locksmith 21.00
23530 - Machinery Maintenance Mechanic 25.67
23550 - Machinist Maintenance 22.38
23580 - Maintenance Trades Helper 15.73
23591 - Metrology Technician I 22.53
23592 - Metrology Technician II 23.66
23593 - Metrology Technician III 24.78
23640 - Millwright 23.02
23710 - Office Appliance Repairer 21.00
23760 - Painter Maintenance 21.00
23790 - Pipefitter Maintenance 23.53
23810 - Plumber Maintenance 22.07
23820 - Pneudraulic Systems Mechanic 23.02
23850 - Rigger 23.02
23870 - Scale Mechanic 19.77
23890 - Sheet-Metal Worker Maintenance 22.38
23910 - Small Engine Mechanic 19.77
23931 - Telecommunications Mechanic I 27.44

23932 - Telecommunications Mechanic II	28.97
23950 - Telephone Lineman	22.50
23960 - Welder Combination Maintenance	18.28
23965 - Well Driller	22.38
23970 - Woodcraft Worker	23.02
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	17.17
24570 - Child Care Attendant	9.47
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	17.17
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.38
25040 - Sewage Plant Operator	21.00
25070 - Stationary Engineer	22.38
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant Operator	21.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.27
27007 - Baggage Inspector	14.56
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	16.38
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	14.56
27102 - Guard II	16.38
27131 - Police Officer I	24.92
27132 - Police Officer II	27.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.71
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	18.22
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	19.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.68
29020 - Hatch Tender	20.68
29030 - Line Handler	20.68
29041 - Stevedore I	18.67
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 22.41
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 13.93
30082 - Engineering Technician II 15.62
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 21.66
30085 - Engineering Technician V 26.49
30086 - Engineering Technician VI 30.94
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 20.14
30362 - Paralegal/Legal Assistant II 24.94
30363 - Paralegal/Legal Assistant III 30.52
30364 - Paralegal/Legal Assistant IV 36.92
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.81
30462 - Technical Writer II 25.45
30463 - Technical Writer III 27.75
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.18
31030 - Bus Driver 18.85

31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	14.40
31310 - Taxi Driver	15.57
31361 - Truckdriver Light	14.40
31362 - Truckdriver Medium	15.56
31363 - Truckdriver Heavy	19.56
31364 - Truckdriver Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.63
99050 - Desk Clerk	10.84
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.50
99252 - Laboratory Animal Caretaker II	15.82
99260 - Marketing Analyst	24.71
99310 - Mortician	25.86
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	14.60
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5511
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: Idaho

Area: Idaho Counties of Benewah Bonner Boundary Clearwater Idaho Latah Lewis Shoshone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		20.26
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.66
01043 - Customer Service Representative III		15.99
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.65
01060 - Dispatcher Motor Vehicle		18.94
01070 - Document Preparation Clerk		14.54
01090 - Duplicating Machine Operator		14.54
01111 - General Clerk I		13.55

01112 - General Clerk II	14.78
01113 - General Clerk III	16.59
01120 - Housing Referral Assistant	20.36
01141 - Messenger Courier	11.86
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
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	21.22
01290 - Rental Clerk	12.35
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	16.92
01410 - Supply Technician	20.26
01420 - Survey Worker	15.17
01460 - Switchboard Operator/Receptionist	13.64
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
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	21.36
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.35
05130 - Motor Equipment Metal Mechanic	22.66
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	18.98
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter Automotive	21.39
05340 - Radiator Repair Specialist	20.33
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	22.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	11.62
07042 - Cook II	13.25
07070 - Dishwasher	8.98
07130 - Food Service Worker	10.78
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.14
11060 - Elevator Operator	13.06
11090 - Gardener	21.14
11122 - Housekeeping Aide	13.06
11150 - Janitor	13.06
11210 - Laborer Grounds Maintenance	16.53
11240 - Maid or Houseman	10.79
11260 - Pruner	14.84
11270 - Tractor Operator	19.59
11330 - Trail Maintenance Worker	16.53
11360 - Window Cleaner	14.55
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	28.33
12015 - Certified Physical Therapist Assistant	25.75
12020 - Dental Assistant	16.43
12025 - Dental Hygienist	38.34
12030 - EKG Technician	31.28
12035 - Electroneurodiagnostic Technologist	31.28
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.01
12100 - Medical Assistant	16.34
12130 - Medical Laboratory Technician	23.33
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	18.49
12195 - Medical Transcriptionist	17.26
12210 - Nuclear Medicine Technologist	45.36
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.77
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	23.25
12312 - Registered Nurse II	28.43
12313 - Registered Nurse II Specialist	28.43
12314 - Registered Nurse III	34.40

12315 - Registered Nurse III Anesthetist		34.40
12316 - Registered Nurse IV		41.24
12317 - Scheduler (Drug and Alcohol Testing)		25.58
12320 - Substance Abuse Treatment Counselor		23.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.24
13012 - Exhibits Specialist II		21.35
13013 - Exhibits Specialist III		26.12
13041 - Illustrator I		17.24
13042 - Illustrator II		21.35
13043 - Illustrator III		26.12
13047 - Librarian		23.65
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		21.35
13058 - Library Technician		15.54
13061 - Media Specialist I		15.41
13062 - Media Specialist II		17.24
13063 - Media Specialist III		19.22
13071 - Photographer I		15.02
13072 - Photographer II		16.84
13073 - Photographer III		20.81
13074 - Photographer IV		25.46
13075 - Photographer V		30.87
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	23.10
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		14.69
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.54
15030 - Air Crew Training Devices Instructor (Pilot)		41.07
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		26.91
15070 - Flight Instructor (Pilot)		41.07
15080 - Graphic Artist		18.55

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 20.63
15095 - Technical Instructor/Course Developer 25.23
15110 - Test Proctor 16.67
15120 - Tutor 16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.63
19040 - Tool And Die Maker 28.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 21.22
21040 - Material Expediter 21.22
21050 - Material Handling Laborer 14.56
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 14.85
21130 - Shipping/Receiving Clerk 14.85
21140 - Store Worker I 13.25
21150 - Stock Clerk 17.39
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.26
23019 - Aircraft Logs and Records Technician 21.18
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.26
23023 - Aircraft Mechanic III 27.53
23040 - Aircraft Mechanic Helper 18.63
23050 - Aircraft Painter 23.72
23060 - Aircraft Servicer 21.18
23070 - Aircraft Survival Flight Equipment Technician 23.72
23080 - Aircraft Worker 22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.99

23110 - Appliance Mechanic	23.63
23120 - Bicycle Repairer	13.62
23125 - Cable Splicer	45.12
23130 - Carpenter Maintenance	21.88
23140 - Carpet Layer	22.19
23160 - Electrician Maintenance	26.15
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.63
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	20.97
23290 - Fire Alarm System Mechanic	25.03
23310 - Fire Extinguisher Repairer	19.67
23311 - Fuel Distribution System Mechanic	25.03
23312 - Fuel Distribution System Operator	19.67
23370 - General Maintenance Worker	16.72
23380 - Ground Support Equipment Mechanic	24.99
23381 - Ground Support Equipment Servicer	21.18
23382 - Ground Support Equipment Worker	22.45
23391 - Gunsmith I	19.67
23392 - Gunsmith II	22.30
23393 - Gunsmith III	25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.33
23430 - Heavy Equipment Mechanic	24.21
23440 - Heavy Equipment Operator	22.78
23460 - Instrument Mechanic	25.03
23465 - Laboratory/Shelter Mechanic	23.63
23470 - Laborer	14.56
23510 - Locksmith	23.63
23530 - Machinery Maintenance Mechanic	28.24
23550 - Machinist Maintenance	21.31
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	25.03
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.60
23640 - Millwright	26.05
23710 - Office Appliance Repairer	23.27
23760 - Painter Maintenance	16.26
23790 - Pipefitter Maintenance	21.74
23810 - Plumber Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	25.03
23850 - Rigger	25.03
23870 - Scale Mechanic	22.30
23890 - Sheet-Metal Worker Maintenance	21.66
23910 - Small Engine Mechanic	18.91
23931 - Telecommunications Mechanic I	27.86
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	24.59

23960 - Welder Combination Maintenance	20.70
23965 - Well Driller	26.66
23970 - Woodcraft Worker	25.03
23980 - Woodworker	19.56
24000 - Personal Needs Occupations	
24550 - Case Manager	16.25
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	13.66
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	16.25
24630 - Homemaker	16.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.03
25040 - Sewage Plant Operator	17.82
25070 - Stationary Engineer	21.03
25190 - Ventilation Equipment Tender	15.63
25210 - Water Treatment Plant Operator	17.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	13.64
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.64
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.27
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	15.67
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.53
28510 - Recreation Aide/Health Facility Attendant	12.79
28515 - Recreation Specialist	19.39
28630 - Sports Official	13.95
28690 - Swimming Pool Operator	19.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.30
29020 - Hatch Tender	22.30
29030 - Line Handler	22.30
29041 - Stevedore I	20.97
29042 - Stevedore II	23.63
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 22.93
30051 - Cryogenic Technician I 24.65
30052 - Cryogenic Technician II 27.23
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 14.74
30082 - Engineering Technician II 16.54
30083 - Engineering Technician III 18.51
30084 - Engineering Technician IV 22.93
30085 - Engineering Technician V 28.05
30086 - Engineering Technician VI 33.93
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 22.25
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 24.65
30222 - Latent Fingerprint Technician II 27.23
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 17.77
30362 - Paralegal/Legal Assistant II 22.01
30363 - Paralegal/Legal Assistant III 26.92
30364 - Paralegal/Legal Assistant IV 32.57
30375 - Petroleum Supply Specialist 27.23
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 27.23
30461 - Technical Writer I 22.89
30462 - Technical Writer II 28.00
30463 - Technical Writer III 32.94
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 25.54
30502 - Weather Forecaster II 30.88
30620 - Weather Observer Combined Upper Air Or (see 2) 21.94
Surface Programs
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.74
31030 - Bus Driver 20.17
31043 - Driver Courier 13.64
31260 - Parking and Lot Attendant 13.23

31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	10.76
31361 - Truckdriver Light	14.87
31362 - Truckdriver Medium	16.08
31363 - Truckdriver Heavy	21.89
31364 - Truckdriver Tractor-Trailer	21.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.75
99050 - Desk Clerk	10.88
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	25.89
99310 - Mortician	25.86
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.95
99711 - Recycling Specialist	21.27
99730 - Refuse Collector	16.11
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	14.60
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5512
Revision No.: 12
Date Of Last Revision: 06/09/2020

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: Idaho

Area: Idaho Counties of Benewah Bonner Boundary Clearwater Idaho Latah Lewis Shoshone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		20.26
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.66
01043 - Customer Service Representative III		15.99
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.65
01060 - Dispatcher Motor Vehicle		18.94

01070 - Document Preparation Clerk	14.54
01090 - Duplicating Machine Operator	14.54
01111 - General Clerk I	13.55
01112 - General Clerk II	14.78
01113 - General Clerk III	16.59
01120 - Housing Referral Assistant	20.36
01141 - Messenger Courier	11.86
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
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	21.22
01290 - Rental Clerk	12.35
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	16.92
01410 - Supply Technician	20.26
01420 - Survey Worker	15.17
01460 - Switchboard Operator/Receptionist	13.64
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
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	21.36
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.35
05130 - Motor Equipment Metal Mechanic	22.66
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	18.98
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter Automotive	21.39
05340 - Radiator Repair Specialist	20.33
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	22.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	11.62
07042 - Cook II	13.25
07070 - Dishwasher	8.98
07130 - Food Service Worker	10.78

07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.14
11060 - Elevator Operator	13.06
11090 - Gardener	21.14
11122 - Housekeeping Aide	13.06
11150 - Janitor	13.06
11210 - Laborer Grounds Maintenance	16.53
11240 - Maid or Houseman	10.79
11260 - Pruner	14.84
11270 - Tractor Operator	19.59
11330 - Trail Maintenance Worker	16.53
11360 - Window Cleaner	14.55
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	28.33
12015 - Certified Physical Therapist Assistant	25.75
12020 - Dental Assistant	16.43
12025 - Dental Hygienist	38.34
12030 - EKG Technician	31.28
12035 - Electroneurodiagnostic Technologist	31.28
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.01
12100 - Medical Assistant	16.34
12130 - Medical Laboratory Technician	23.33
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	18.49
12195 - Medical Transcriptionist	17.26
12210 - Nuclear Medicine Technologist	45.36
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.77
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	23.25

12312 - Registered Nurse II		28.43
12313 - Registered Nurse II Specialist		28.43
12314 - Registered Nurse III		34.40
12315 - Registered Nurse III Anesthetist		34.40
12316 - Registered Nurse IV		41.24
12317 - Scheduler (Drug and Alcohol Testing)		25.58
12320 - Substance Abuse Treatment Counselor		23.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.24
13012 - Exhibits Specialist II		21.35
13013 - Exhibits Specialist III		26.12
13041 - Illustrator I		17.24
13042 - Illustrator II		21.35
13043 - Illustrator III		26.12
13047 - Librarian		23.65
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		21.35
13058 - Library Technician		15.54
13061 - Media Specialist I		15.41
13062 - Media Specialist II		17.24
13063 - Media Specialist III		19.22
13071 - Photographer I		15.02
13072 - Photographer II		16.84
13073 - Photographer III		20.81
13074 - Photographer IV		25.46
13075 - Photographer V		30.87
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	23.10
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		14.69
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.54
15030 - Air Crew Training Devices Instructor (Pilot)		41.07
15050 - Computer Based Training Specialist / Instructor		28.55

15060 - Educational Technologist	26.91
15070 - Flight Instructor (Pilot)	41.07
15080 - Graphic Artist	18.55
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	20.63
15095 - Technical Instructor/Course Developer	25.23
15110 - Test Proctor	16.67
15120 - Tutor	16.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	12.01
16070 - Finisher Flatwork Machine	10.07
16090 - Presser Hand	10.07
16110 - Presser Machine Drycleaning	10.07
16130 - Presser Machine Shirts	10.07
16160 - Presser Machine Wearing Apparel Laundry	10.07
16190 - Sewing Machine Operator	12.66
16220 - Tailor	13.38
16250 - Washer Machine	10.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.63
19040 - Tool And Die Maker	28.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.14
21030 - Material Coordinator	21.22
21040 - Material Expediter	21.22
21050 - Material Handling Laborer	14.56
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	18.14
21110 - Shipping Packer	14.85
21130 - Shipping/Receiving Clerk	14.85
21140 - Store Worker I	13.25
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	18.14
21410 - Warehouse Specialist	18.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.26
23019 - Aircraft Logs and Records Technician	21.18
23021 - Aircraft Mechanic I	24.99
23022 - Aircraft Mechanic II	26.26
23023 - Aircraft Mechanic III	27.53
23040 - Aircraft Mechanic Helper	18.63
23050 - Aircraft Painter	23.72
23060 - Aircraft Servicer	21.18
23070 - Aircraft Survival Flight Equipment Technician	23.72
23080 - Aircraft Worker	22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.45

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.99
II
23110 - Appliance Mechanic 23.63
23120 - Bicycle Repairer 13.62
23125 - Cable Splicer 45.12
23130 - Carpenter Maintenance 21.88
23140 - Carpet Layer 22.19
23160 - Electrician Maintenance 26.15
23181 - Electronics Technician Maintenance I 22.30
23182 - Electronics Technician Maintenance II 23.63
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 20.97
23290 - Fire Alarm System Mechanic 25.03
23310 - Fire Extinguisher Repairer 19.67
23311 - Fuel Distribution System Mechanic 25.03
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 16.72
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.18
23382 - Ground Support Equipment Worker 22.45
23391 - Gunsmith I 19.67
23392 - Gunsmith II 22.30
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning 22.14
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.33
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.21
23440 - Heavy Equipment Operator 22.78
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.63
23470 - Laborer 14.56
23510 - Locksmith 23.63
23530 - Machinery Maintenance Mechanic 28.24
23550 - Machinist Maintenance 21.31
23580 - Maintenance Trades Helper 13.16
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.38
23593 - Metrology Technician III 27.60
23640 - Millwright 26.05
23710 - Office Appliance Repairer 23.27
23760 - Painter Maintenance 16.26
23790 - Pipefitter Maintenance 21.74
23810 - Plumber Maintenance 19.55
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.30
23890 - Sheet-Metal Worker Maintenance 21.66
23910 - Small Engine Mechanic 18.91

23931 - Telecommunications Mechanic I 27.86
23932 - Telecommunications Mechanic II 29.28
23950 - Telephone Lineman 24.59
23960 - Welder Combination Maintenance 20.70
23965 - Well Driller 26.66
23970 - Woodcraft Worker 25.03
23980 - Woodworker 19.56
24000 - Personal Needs Occupations
24550 - Case Manager 16.25
24570 - Child Care Attendant 10.95
24580 - Child Care Center Clerk 13.66
24610 - Chore Aide 10.63
24620 - Family Readiness And Support Services Coordinator 16.25
24630 - Homemaker 16.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.03
25040 - Sewage Plant Operator 17.82
25070 - Stationary Engineer 21.03
25190 - Ventilation Equipment Tender 15.63
25210 - Water Treatment Plant Operator 17.82
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.17
27007 - Baggage Inspector 13.64
27008 - Corrections Officer 18.72
27010 - Court Security Officer 19.91
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 18.72
27070 - Firefighter 18.98
27101 - Guard I 13.64
27102 - Guard II 15.80
27131 - Police Officer I 22.26
27132 - Police Officer II 24.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.27
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 10.11
28210 - Gate Attendant/Gate Tender 15.67
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.53
28510 - Recreation Aide/Health Facility Attendant 12.79
28515 - Recreation Specialist 19.39
28630 - Sports Official 13.95
28690 - Swimming Pool Operator 19.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.30
29020 - Hatch Tender 22.30
29030 - Line Handler 22.30
29041 - Stevedore I 20.97
29042 - Stevedore II 23.63

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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.93
30051 - Cryogenic Technician I		24.65
30052 - Cryogenic Technician II		27.23
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.74
30082 - Engineering Technician II		16.54
30083 - Engineering Technician III		18.51
30084 - Engineering Technician IV		22.93
30085 - Engineering Technician V		28.05
30086 - Engineering Technician VI		33.93
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		22.25
30210 - Laboratory Technician		20.26
30221 - Latent Fingerprint Technician I		24.65
30222 - Latent Fingerprint Technician II		27.23
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.01
30363 - Paralegal/Legal Assistant III		26.92
30364 - Paralegal/Legal Assistant IV		32.57
30375 - Petroleum Supply Specialist		27.23
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		27.23
30461 - Technical Writer I		22.89
30462 - Technical Writer II		28.00
30463 - Technical Writer III		32.94
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		25.54
30502 - Weather Forecaster II		30.88
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	23.97

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.74

31030 - Bus Driver	20.17
31043 - Driver Courier	13.64
31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	10.76
31361 - Truckdriver Light	14.87
31362 - Truckdriver Medium	16.08
31363 - Truckdriver Heavy	21.89
31364 - Truckdriver Tractor-Trailer	21.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.75
99050 - Desk Clerk	10.88
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	25.89
99310 - Mortician	25.86
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.95
99711 - Recycling Specialist	21.27
99730 - Refuse Collector	16.11
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	14.60
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5513
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: Idaho

Area: Idaho Counties of Adams Elmore Payette Valley Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		20.26
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.66
01043 - Customer Service Representative III		15.99
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.65
01060 - Dispatcher Motor Vehicle		18.94
01070 - Document Preparation Clerk		14.54
01090 - Duplicating Machine Operator		14.54
01111 - General Clerk I		13.55
01112 - General Clerk II		14.78

01113 - General Clerk III	16.59
01120 - Housing Referral Assistant	20.36
01141 - Messenger Courier	11.86
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
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	20.42
01290 - Rental Clerk	13.28
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	16.92
01410 - Supply Technician	20.26
01420 - Survey Worker	15.17
01460 - Switchboard Operator/Receptionist	13.64
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
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	19.82
05010 - Automotive Electrician	19.21
05040 - Automotive Glass Installer	18.95
05070 - Automotive Worker	18.73
05110 - Mobile Equipment Servicer	15.31
05130 - Motor Equipment Metal Mechanic	21.07
05160 - Motor Equipment Metal Worker	18.73
05190 - Motor Vehicle Mechanic	21.07
05220 - Motor Vehicle Mechanic Helper	15.31
05250 - Motor Vehicle Upholstery Worker	17.70
05280 - Motor Vehicle Wrecker	18.73
05310 - Painter Automotive	20.00
05340 - Radiator Repair Specialist	19.78
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	21.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.39
07041 - Cook I	11.62
07042 - Cook II	13.25
07070 - Dishwasher	8.98
07130 - Food Service Worker	10.78
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.92

09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	12.41
11090 - Gardener	20.03
11122 - Housekeeping Aide	13.06
11150 - Janitor	13.06
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	10.79
11260 - Pruner	13.32
11270 - Tractor Operator	18.36
11330 - Trail Maintenance Worker	15.19
11360 - Window Cleaner	14.55
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	28.33
12015 - Certified Physical Therapist Assistant	25.75
12020 - Dental Assistant	16.17
12025 - Dental Hygienist	38.34
12030 - EKG Technician	31.28
12035 - Electroneurodiagnostic Technologist	31.28
12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.01
12100 - Medical Assistant	16.34
12130 - Medical Laboratory Technician	21.21
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	21.38
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine Technologist	45.36
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.77
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	23.16
12312 - Registered Nurse II	28.33
12313 - Registered Nurse II Specialist	28.33
12314 - Registered Nurse III	34.28
12315 - Registered Nurse III Anesthetist	34.28

12316 - Registered Nurse IV		41.09
12317 - Scheduler (Drug and Alcohol Testing)		25.58
12320 - Substance Abuse Treatment Counselor		22.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.24
13012 - Exhibits Specialist II		21.35
13013 - Exhibits Specialist III		26.12
13041 - Illustrator I		17.24
13042 - Illustrator II		21.35
13043 - Illustrator III		26.12
13047 - Librarian		23.65
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		21.35
13058 - Library Technician		15.54
13061 - Media Specialist I		15.41
13062 - Media Specialist II		17.24
13063 - Media Specialist III		19.22
13071 - Photographer I		15.02
13072 - Photographer II		16.80
13073 - Photographer III		20.81
13074 - Photographer IV		25.46
13075 - Photographer V		30.80
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	23.10
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		14.69
14160 - Personal Computer Support Technician		20.50
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.07
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		25.09
15070 - Flight Instructor (Pilot)		41.07
15080 - Graphic Artist		22.46
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 20.20
15095 - Technical Instructor/Course Developer 24.71
15110 - Test Proctor 16.27
15120 - Tutor 16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.63
19040 - Tool And Die Maker 28.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 21.22
21040 - Material Expediter 21.22
21050 - Material Handling Laborer 14.44
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 12.84
21150 - Stock Clerk 17.39
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.72
23019 - Aircraft Logs and Records Technician 22.03
23021 - Aircraft Mechanic I 26.30
23022 - Aircraft Mechanic II 27.72
23023 - Aircraft Mechanic III 29.00
23040 - Aircraft Mechanic Helper 19.04
23050 - Aircraft Painter 24.82
23060 - Aircraft Servicer 22.03
23070 - Aircraft Survival Flight Equipment Technician 24.82
23080 - Aircraft Worker 23.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.30
23110 - Appliance Mechanic 23.63

23120 - Bicycle Repairer 14.98
23125 - Cable Splicer 39.61
23130 - Carpenter Maintenance 20.53
23140 - Carpet Layer 20.37
23160 - Electrician Maintenance 26.15
23181 - Electronics Technician Maintenance I 22.30
23182 - Electronics Technician Maintenance II 23.63
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 20.97
23290 - Fire Alarm System Mechanic 25.03
23310 - Fire Extinguisher Repairer 19.56
23311 - Fuel Distribution System Mechanic 25.03
23312 - Fuel Distribution System Operator 19.56
23370 - General Maintenance Worker 18.70
23380 - Ground Support Equipment Mechanic 26.30
23381 - Ground Support Equipment Servicer 22.03
23382 - Ground Support Equipment Worker 23.43
23391 - Gunsmith I 19.56
23392 - Gunsmith II 22.30
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.33
23430 - Heavy Equipment Mechanic 23.06
23440 - Heavy Equipment Operator 24.01
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.63
23470 - Laborer 14.44
23510 - Locksmith 23.63
23530 - Machinery Maintenance Mechanic 23.46
23550 - Machinist Maintenance 21.27
23580 - Maintenance Trades Helper 16.21
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.38
23593 - Metrology Technician III 27.60
23640 - Millwright 24.97
23710 - Office Appliance Repairer 23.63
23760 - Painter Maintenance 17.24
23790 - Pipefitter Maintenance 23.06
23810 - Plumber Maintenance 21.64
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.30
23890 - Sheet-Metal Worker Maintenance 25.03
23910 - Small Engine Mechanic 17.84
23931 - Telecommunications Mechanic I 25.35
23932 - Telecommunications Mechanic II 26.71
23950 - Telephone Lineman 24.65
23960 - Welder Combination Maintenance 18.96

23965 - Well Driller 26.66
23970 - Woodcraft Worker 25.03
23980 - Woodworker 19.56
24000 - Personal Needs Occupations
24550 - Case Manager 16.08
24570 - Child Care Attendant 10.95
24580 - Child Care Center Clerk 13.66
24610 - Chore Aide 11.10
24620 - Family Readiness And Support Services Coordinator 16.08
24630 - Homemaker 16.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.06
25040 - Sewage Plant Operator 17.75
25070 - Stationary Engineer 23.06
25190 - Ventilation Equipment Tender 16.21
25210 - Water Treatment Plant Operator 17.75
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.17
27007 - Baggage Inspector 13.64
27008 - Corrections Officer 18.72
27010 - Court Security Officer 19.91
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 18.72
27070 - Firefighter 18.98
27101 - Guard I 13.64
27102 - Guard II 15.80
27131 - Police Officer I 22.26
27132 - Police Officer II 24.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.13
28042 - Carnival Equipment Repairer 15.85
28043 - Carnival Worker 11.12
28210 - Gate Attendant/Gate Tender 15.67
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 16.90
28510 - Recreation Aide/Health Facility Attendant 12.79
28515 - Recreation Specialist 18.68
28630 - Sports Official 13.95
28690 - Swimming Pool Operator 23.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.30
29020 - Hatch Tender 22.30
29030 - Line Handler 22.30
29041 - Stevedore I 20.97
29042 - Stevedore II 23.63
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 22.93
30051 - Cryogenic Technician I 24.65
30052 - Cryogenic Technician II 27.23
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 14.74
30082 - Engineering Technician II 16.54
30083 - Engineering Technician III 18.51
30084 - Engineering Technician IV 22.93
30085 - Engineering Technician V 28.05
30086 - Engineering Technician VI 33.93
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 22.25
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 24.65
30222 - Latent Fingerprint Technician II 27.23
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 17.77
30362 - Paralegal/Legal Assistant II 22.01
30363 - Paralegal/Legal Assistant III 26.92
30364 - Paralegal/Legal Assistant IV 32.57
30375 - Petroleum Supply Specialist 27.23
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 27.23
30461 - Technical Writer I 22.89
30462 - Technical Writer II 28.00
30463 - Technical Writer III 32.94
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 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.74
31030 - Bus Driver 20.17
31043 - Driver Courier 15.39
31260 - Parking and Lot Attendant 13.23
31290 - Shuttle Bus Driver 16.76

31310 - Taxi Driver	14.32
31361 - Truckdriver Light	16.76
31362 - Truckdriver Medium	18.11
31363 - Truckdriver Heavy	20.69
31364 - Truckdriver Tractor-Trailer	20.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.75
99050 - Desk Clerk	10.52
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	26.11
99310 - Mortician	25.86
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.95
99711 - Recycling Specialist	21.27
99730 - Refuse Collector	16.11
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5514
Revision No.: 12
Date Of Last Revision: 06/09/2020

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: Idaho

Area: Idaho Counties of Adams Elmore Payette Valley Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		20.26
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.66
01043 - Customer Service Representative III		15.99
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.65
01060 - Dispatcher Motor Vehicle		18.94
01070 - Document Preparation Clerk		14.54

01090 - Duplicating Machine Operator	14.54
01111 - General Clerk I	13.55
01112 - General Clerk II	14.78
01113 - General Clerk III	16.59
01120 - Housing Referral Assistant	20.36
01141 - Messenger Courier	11.86
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
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	20.42
01290 - Rental Clerk	13.28
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	16.92
01410 - Supply Technician	20.26
01420 - Survey Worker	15.17
01460 - Switchboard Operator/Receptionist	13.64
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
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	19.82
05010 - Automotive Electrician	19.21
05040 - Automotive Glass Installer	18.95
05070 - Automotive Worker	18.73
05110 - Mobile Equipment Servicer	15.31
05130 - Motor Equipment Metal Mechanic	21.07
05160 - Motor Equipment Metal Worker	18.73
05190 - Motor Vehicle Mechanic	21.07
05220 - Motor Vehicle Mechanic Helper	15.31
05250 - Motor Vehicle Upholstery Worker	17.70
05280 - Motor Vehicle Wrecker	18.73
05310 - Painter Automotive	20.00
05340 - Radiator Repair Specialist	19.78
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	21.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.39
07041 - Cook I	11.62
07042 - Cook II	13.25
07070 - Dishwasher	8.98
07130 - Food Service Worker	10.78
07210 - Meat Cutter	16.35

07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	12.41
11090 - Gardener	20.03
11122 - Housekeeping Aide	13.06
11150 - Janitor	13.06
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	10.79
11260 - Pruner	13.32
11270 - Tractor Operator	18.36
11330 - Trail Maintenance Worker	15.19
11360 - Window Cleaner	14.55
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	28.33
12015 - Certified Physical Therapist Assistant	25.75
12020 - Dental Assistant	16.17
12025 - Dental Hygienist	38.34
12030 - EKG Technician	31.28
12035 - Electroneurodiagnostic Technologist	31.28
12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.01
12100 - Medical Assistant	16.34
12130 - Medical Laboratory Technician	21.21
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	21.38
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine Technologist	45.36
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.77
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	28.07
12311 - Registered Nurse I	23.16
12312 - Registered Nurse II	28.33

12313 - Registered Nurse II Specialist		28.33
12314 - Registered Nurse III		34.28
12315 - Registered Nurse III Anesthetist		34.28
12316 - Registered Nurse IV		41.09
12317 - Scheduler (Drug and Alcohol Testing)		25.58
12320 - Substance Abuse Treatment Counselor		22.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.24
13012 - Exhibits Specialist II		21.35
13013 - Exhibits Specialist III		26.12
13041 - Illustrator I		17.24
13042 - Illustrator II		21.35
13043 - Illustrator III		26.12
13047 - Librarian		23.65
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		21.35
13058 - Library Technician		15.54
13061 - Media Specialist I		15.41
13062 - Media Specialist II		17.24
13063 - Media Specialist III		19.22
13071 - Photographer I		15.02
13072 - Photographer II		16.80
13073 - Photographer III		20.81
13074 - Photographer IV		25.46
13075 - Photographer V		30.80
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	23.10
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		14.69
14160 - Personal Computer Support Technician		20.50
14170 - System Support Specialist		24.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.07
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		25.09

15070 - Flight Instructor (Pilot) 41.07
15080 - Graphic Artist 22.46
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 20.20
15095 - Technical Instructor/Course Developer 24.71
15110 - Test Proctor 16.27
15120 - Tutor 16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.63
19040 - Tool And Die Maker 28.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 21.22
21040 - Material Expediter 21.22
21050 - Material Handling Laborer 14.44
21071 - Order Filler 11.95
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 12.84
21150 - Stock Clerk 17.39
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.72
23019 - Aircraft Logs and Records Technician 22.03
23021 - Aircraft Mechanic I 26.30
23022 - Aircraft Mechanic II 27.72
23023 - Aircraft Mechanic III 29.00
23040 - Aircraft Mechanic Helper 19.04
23050 - Aircraft Painter 24.82
23060 - Aircraft Servicer 22.03
23070 - Aircraft Survival Flight Equipment Technician 24.82
23080 - Aircraft Worker 23.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.43

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.30
23110 - Appliance Mechanic 23.63
23120 - Bicycle Repairer 14.98
23125 - Cable Splicer 39.61
23130 - Carpenter Maintenance 20.53
23140 - Carpet Layer 20.37
23160 - Electrician Maintenance 26.15
23181 - Electronics Technician Maintenance I 22.30
23182 - Electronics Technician Maintenance II 23.63
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 20.97
23290 - Fire Alarm System Mechanic 25.03
23310 - Fire Extinguisher Repairer 19.56
23311 - Fuel Distribution System Mechanic 25.03
23312 - Fuel Distribution System Operator 19.56
23370 - General Maintenance Worker 18.70
23380 - Ground Support Equipment Mechanic 26.30
23381 - Ground Support Equipment Servicer 22.03
23382 - Ground Support Equipment Worker 23.43
23391 - Gunsmith I 19.56
23392 - Gunsmith II 22.30
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.33
23430 - Heavy Equipment Mechanic 23.06
23440 - Heavy Equipment Operator 24.01
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.63
23470 - Laborer 14.44
23510 - Locksmith 23.63
23530 - Machinery Maintenance Mechanic 23.46
23550 - Machinist Maintenance 21.27
23580 - Maintenance Trades Helper 16.21
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.38
23593 - Metrology Technician III 27.60
23640 - Millwright 24.97
23710 - Office Appliance Repairer 23.63
23760 - Painter Maintenance 17.24
23790 - Pipefitter Maintenance 23.06
23810 - Plumber Maintenance 21.64
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.30
23890 - Sheet-Metal Worker Maintenance 25.03
23910 - Small Engine Mechanic 17.84
23931 - Telecommunications Mechanic I 25.35

23932 - Telecommunications Mechanic II 26.71
23950 - Telephone Lineman 24.65
23960 - Welder Combination Maintenance 18.96
23965 - Well Driller 26.66
23970 - Woodcraft Worker 25.03
23980 - Woodworker 19.56
24000 - Personal Needs Occupations
24550 - Case Manager 16.08
24570 - Child Care Attendant 10.95
24580 - Child Care Center Clerk 13.66
24610 - Chore Aide 11.10
24620 - Family Readiness And Support Services Coordinator 16.08
24630 - Homemaker 16.08
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.06
25040 - Sewage Plant Operator 17.75
25070 - Stationary Engineer 23.06
25190 - Ventilation Equipment Tender 16.21
25210 - Water Treatment Plant Operator 17.75
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.17
27007 - Baggage Inspector 13.64
27008 - Corrections Officer 18.72
27010 - Court Security Officer 19.91
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 18.72
27070 - Firefighter 18.98
27101 - Guard I 13.64
27102 - Guard II 15.80
27131 - Police Officer I 22.26
27132 - Police Officer II 24.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.13
28042 - Carnival Equipment Repairer 15.85
28043 - Carnival Worker 11.12
28210 - Gate Attendant/Gate Tender 15.67
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 16.90
28510 - Recreation Aide/Health Facility Attendant 12.79
28515 - Recreation Specialist 18.68
28630 - Sports Official 13.95
28690 - Swimming Pool Operator 23.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.30
29020 - Hatch Tender 22.30
29030 - Line Handler 22.30
29041 - Stevedore I 20.97
29042 - Stevedore II 23.63
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 22.93
30051 - Cryogenic Technician I 24.65
30052 - Cryogenic Technician II 27.23
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 14.74
30082 - Engineering Technician II 16.54
30083 - Engineering Technician III 18.51
30084 - Engineering Technician IV 22.93
30085 - Engineering Technician V 28.05
30086 - Engineering Technician VI 33.93
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 22.25
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 24.65
30222 - Latent Fingerprint Technician II 27.23
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 17.77
30362 - Paralegal/Legal Assistant II 22.01
30363 - Paralegal/Legal Assistant III 26.92
30364 - Paralegal/Legal Assistant IV 32.57
30375 - Petroleum Supply Specialist 27.23
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 27.23
30461 - Technical Writer I 22.89
30462 - Technical Writer II 28.00
30463 - Technical Writer III 32.94
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 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.74
31030 - Bus Driver 20.17

31043 - Driver Courier	15.39
31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	16.76
31310 - Taxi Driver	14.32
31361 - Truckdriver Light	16.76
31362 - Truckdriver Medium	18.11
31363 - Truckdriver Heavy	20.69
31364 - Truckdriver Tractor-Trailer	20.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.75
99050 - Desk Clerk	10.52
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	26.11
99310 - Mortician	25.86
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.95
99711 - Recycling Specialist	21.27
99730 - Refuse Collector	16.11
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.18
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5515
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: Idaho

Area: Idaho Counties of Blaine Camas Cassia Gooding Lincoln Minidoka

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		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		23.05
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		11.33
01042 - Customer Service Representative II		12.75
01043 - Customer Service Representative III		13.91
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.27
01070 - Document Preparation Clerk		14.57
01090 - Duplicating Machine Operator		14.57
01111 - General Clerk I		12.99
01112 - General Clerk II		14.17

01113 - General Clerk III	15.91
01120 - Housing Referral Assistant	19.15
01141 - Messenger Courier	11.08
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	15.35
01262 - Personnel Assistant (Employment) II	17.17
01263 - Personnel Assistant (Employment) III	19.15
01270 - Production Control Clerk	18.98
01290 - Rental Clerk	12.35
01300 - Scheduler Maintenance	15.35
01311 - Secretary I	15.35
01312 - Secretary II	17.17
01313 - Secretary III	19.15
01320 - Service Order Dispatcher	18.14
01410 - Supply Technician	23.05
01420 - Survey Worker	13.79
01460 - Switchboard Operator/Receptionist	13.38
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.68
01612 - Word Processor II	15.35
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.36
05010 - Automotive Electrician	18.71
05040 - Automotive Glass Installer	17.61
05070 - Automotive Worker	17.61
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	19.94
05160 - Motor Equipment Metal Worker	17.61
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	14.01
05250 - Motor Vehicle Upholstery Worker	16.52
05280 - Motor Vehicle Wrecker	17.61
05310 - Painter Automotive	18.71
05340 - Radiator Repair Specialist	18.01
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	19.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.09
07041 - Cook I	11.53
07042 - Cook II	13.28
07070 - Dishwasher	9.39
07130 - Food Service Worker	10.48
07210 - Meat Cutter	17.64
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.11

09040 - Furniture Handler	13.36
09080 - Furniture Refinisher	17.38
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer Minor	16.90
09130 - Upholsterer	17.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	11.92
11090 - Gardener	19.55
11122 - Housekeeping Aide	12.59
11150 - Janitor	12.59
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	11.15
11260 - Pruner	12.97
11270 - Tractor Operator	17.93
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.28
12012 - Certified Occupational Therapist Assistant	24.73
12015 - Certified Physical Therapist Assistant	27.51
12020 - Dental Assistant	15.83
12025 - Dental Hygienist	37.30
12030 - EKG Technician	27.32
12035 - Electroneurodiagnostic Technologist	27.32
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.03
12073 - Licensed Practical Nurse III	20.10
12100 - Medical Assistant	15.60
12130 - Medical Laboratory Technician	23.33
12160 - Medical Record Clerk	15.99
12190 - Medical Record Technician	17.89
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	39.62
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	16.64
12236 - Optical Technician	16.11
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	23.47
12312 - Registered Nurse II	28.72
12313 - Registered Nurse II Specialist	28.72
12314 - Registered Nurse III	34.74
12315 - Registered Nurse III Anesthetist	34.74

12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		22.64
12320 - Substance Abuse Treatment Counselor		24.67
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.35
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	19.37
14072 - Computer Programmer II	(see 1)	23.99
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		14.69
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.91
15020 - Aircrew Training Devices Instructor (Rated)		33.77
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		27.91
15060 - Educational Technologist		24.13
15070 - Flight Instructor (Pilot)		40.47
15080 - Graphic Artist		20.07
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 21.17
15095 - Technical Instructor/Course Developer 25.89
15110 - Test Proctor 17.09
15120 - Tutor 17.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.54
19040 - Tool And Die Maker 27.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.15
21030 - Material Coordinator 18.98
21040 - Material Expediter 18.98
21050 - Material Handling Laborer 14.44
21071 - Order Filler 13.82
21080 - Production Line Worker (Food Processing) 17.15
21110 - Shipping Packer 14.82
21130 - Shipping/Receiving Clerk 14.82
21140 - Store Worker I 11.62
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.15
21410 - Warehouse Specialist 17.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.01
23019 - Aircraft Logs and Records Technician 25.11
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 32.01
23023 - Aircraft Mechanic III 33.45
23040 - Aircraft Mechanic Helper 21.31
23050 - Aircraft Painter 28.45
23060 - Aircraft Servicer 25.11
23070 - Aircraft Survival Flight Equipment Technician 28.45
23080 - Aircraft Worker 26.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 20.60

23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 21.26
23140 - Carpet Layer 21.46
23160 - Electrician Maintenance 23.88
23181 - Electronics Technician Maintenance I 25.97
23182 - Electronics Technician Maintenance II 27.58
23183 - Electronics Technician Maintenance III 31.65
23260 - Fabric Worker 20.12
23290 - Fire Alarm System Mechanic 24.29
23310 - Fire Extinguisher Repairer 18.62
23311 - Fuel Distribution System Mechanic 26.81
23312 - Fuel Distribution System Operator 20.56
23370 - General Maintenance Worker 19.39
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 25.11
23382 - Ground Support Equipment Worker 26.79
23391 - Gunsmith I 18.62
23392 - Gunsmith II 21.46
23393 - Gunsmith III 24.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.85
23430 - Heavy Equipment Mechanic 22.98
23440 - Heavy Equipment Operator 20.48
23460 - Instrument Mechanic 24.29
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 14.44
23510 - Locksmith 22.79
23530 - Machinery Maintenance Mechanic 26.19
23550 - Machinist Maintenance 20.78
23580 - Maintenance Trades Helper 14.49
23591 - Metrology Technician I 24.29
23592 - Metrology Technician II 25.65
23593 - Metrology Technician III 26.80
23640 - Millwright 24.29
23710 - Office Appliance Repairer 22.79
23760 - Painter Maintenance 19.43
23790 - Pipefitter Maintenance 24.41
23810 - Plumber Maintenance 22.90
23820 - Pneudraulic Systems Mechanic 24.29
23850 - Rigger 24.29
23870 - Scale Mechanic 21.46
23890 - Sheet-Metal Worker Maintenance 24.02
23910 - Small Engine Mechanic 16.93
23931 - Telecommunications Mechanic I 28.61
23932 - Telecommunications Mechanic II 30.21
23950 - Telephone Lineman 27.23
23960 - Welder Combination Maintenance 19.23

23965 - Well Driller	24.29
23970 - Woodcraft Worker	24.29
23980 - Woodworker	18.62
24000 - Personal Needs Occupations	
24550 - Case Manager	17.50
24570 - Child Care Attendant	10.27
24580 - Child Care Center Clerk	12.81
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	17.50
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.36
25040 - Sewage Plant Operator	19.65
25070 - Stationary Engineer	25.36
25190 - Ventilation Equipment Tender	17.82
25210 - Water Treatment Plant Operator	19.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.07
27007 - Baggage Inspector	14.52
27008 - Corrections Officer	19.47
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	19.47
27070 - Firefighter	18.98
27101 - Guard I	14.52
27102 - Guard II	17.18
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.06
28042 - Carnival Equipment Repairer	15.34
28043 - Carnival Worker	10.21
28210 - Gate Attendant/Gate Tender	19.44
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	15.86
28515 - Recreation Specialist	23.31
28630 - Sports Official	17.31
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.69
29020 - Hatch Tender	23.69
29030 - Line Handler	23.69
29041 - Stevedore I	22.22
29042 - Stevedore II	25.17
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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		23.79
30051 - Cryogenic Technician I		23.86
30052 - Cryogenic Technician II		26.35
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		15.10
30082 - Engineering Technician II		16.96
30083 - Engineering Technician III		18.97
30084 - Engineering Technician IV		23.49
30085 - Engineering Technician V		28.74
30086 - Engineering Technician VI		34.77
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		21.55
30210 - Laboratory Technician		20.26
30221 - Latent Fingerprint Technician I		23.86
30222 - Latent Fingerprint Technician II		26.35
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		22.62
30363 - Paralegal/Legal Assistant III		27.67
30364 - Paralegal/Legal Assistant IV		33.48
30375 - Petroleum Supply Specialist		26.35
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		26.35
30461 - Technical Writer I		23.27
30462 - Technical Writer II		28.47
30463 - Technical Writer III		34.44
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.54
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.18
31030 - Bus Driver		16.74
31043 - Driver Courier		15.00
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		16.36

31310 - Taxi Driver	12.01
31361 - Truckdriver Light	16.36
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.27
99050 - Desk Clerk	11.13
99095 - Embalmer	28.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.87
99260 - Marketing Analyst	27.55
99310 - Mortician	28.45
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	22.46
99730 - Refuse Collector	16.93
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5516
Revision No.: 12
Date Of Last Revision: 06/09/2020

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: Idaho

Area: Idaho Counties of Blaine Camas Cassia Gooding Lincoln Minidoka

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		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		23.05
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		11.33
01042 - Customer Service Representative II		12.75
01043 - Customer Service Representative III		13.91
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.27
01070 - Document Preparation Clerk		14.57

01090 - Duplicating Machine Operator	14.57
01111 - General Clerk I	12.99
01112 - General Clerk II	14.17
01113 - General Clerk III	15.91
01120 - Housing Referral Assistant	19.15
01141 - Messenger Courier	11.08
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	15.35
01262 - Personnel Assistant (Employment) II	17.17
01263 - Personnel Assistant (Employment) III	19.15
01270 - Production Control Clerk	18.98
01290 - Rental Clerk	12.35
01300 - Scheduler Maintenance	15.35
01311 - Secretary I	15.35
01312 - Secretary II	17.17
01313 - Secretary III	19.15
01320 - Service Order Dispatcher	18.14
01410 - Supply Technician	23.05
01420 - Survey Worker	13.79
01460 - Switchboard Operator/Receptionist	13.38
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.68
01612 - Word Processor II	15.35
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.36
05010 - Automotive Electrician	18.71
05040 - Automotive Glass Installer	17.61
05070 - Automotive Worker	17.61
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	19.94
05160 - Motor Equipment Metal Worker	17.61
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	14.01
05250 - Motor Vehicle Upholstery Worker	16.52
05280 - Motor Vehicle Wrecker	17.61
05310 - Painter Automotive	18.71
05340 - Radiator Repair Specialist	18.01
05370 - Tire Repairer	12.95
05400 - Transmission Repair Specialist	19.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.09
07041 - Cook I	11.53
07042 - Cook II	13.28
07070 - Dishwasher	9.39
07130 - Food Service Worker	10.48
07210 - Meat Cutter	17.64

07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.11
09040 - Furniture Handler	13.36
09080 - Furniture Refinisher	17.38
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer Minor	16.90
09130 - Upholsterer	17.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	11.92
11090 - Gardener	19.55
11122 - Housekeeping Aide	12.59
11150 - Janitor	12.59
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	11.15
11260 - Pruner	12.97
11270 - Tractor Operator	17.93
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	18.28
12012 - Certified Occupational Therapist Assistant	24.73
12015 - Certified Physical Therapist Assistant	27.51
12020 - Dental Assistant	15.83
12025 - Dental Hygienist	37.30
12030 - EKG Technician	27.32
12035 - Electroneurodiagnostic Technologist	27.32
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.03
12073 - Licensed Practical Nurse III	20.10
12100 - Medical Assistant	15.60
12130 - Medical Laboratory Technician	23.33
12160 - Medical Record Clerk	15.99
12190 - Medical Record Technician	17.89
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	39.62
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	16.64
12236 - Optical Technician	16.11
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	23.47
12312 - Registered Nurse II	28.72

12313 - Registered Nurse II Specialist		28.72
12314 - Registered Nurse III		34.74
12315 - Registered Nurse III Anesthetist		34.74
12316 - Registered Nurse IV		41.64
12317 - Scheduler (Drug and Alcohol Testing)		22.64
12320 - Substance Abuse Treatment Counselor		24.67
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.35
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 12)	19.37
14072 - Computer Programmer II	(see 12)	23.99
14073 - Computer Programmer III	(see 12)	
14074 - Computer Programmer IV	(see 12)	
14101 - Computer Systems Analyst I	(see 12)	
14102 - Computer Systems Analyst II	(see 12)	
14103 - Computer Systems Analyst III	(see 12)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.91
15020 - Aircrew Training Devices Instructor (Rated)		33.77
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		27.91
15060 - Educational Technologist		24.13

15070 - Flight Instructor (Pilot) 40.47
15080 - Graphic Artist 20.07
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 21.17
15095 - Technical Instructor/Course Developer 25.89
15110 - Test Proctor 17.09
15120 - Tutor 17.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.54
19040 - Tool And Die Maker 27.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.15
21030 - Material Coordinator 18.98
21040 - Material Expediter 18.98
21050 - Material Handling Laborer 14.44
21071 - Order Filler 13.82
21080 - Production Line Worker (Food Processing) 17.15
21110 - Shipping Packer 14.82
21130 - Shipping/Receiving Clerk 14.82
21140 - Store Worker I 11.62
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.15
21410 - Warehouse Specialist 17.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.01
23019 - Aircraft Logs and Records Technician 25.11
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 32.01
23023 - Aircraft Mechanic III 33.45
23040 - Aircraft Mechanic Helper 21.31
23050 - Aircraft Painter 28.45
23060 - Aircraft Servicer 25.11
23070 - Aircraft Survival Flight Equipment Technician 28.45
23080 - Aircraft Worker 26.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.79

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.32
II
23110 - Appliance Mechanic 20.60
23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 21.26
23140 - Carpet Layer 21.46
23160 - Electrician Maintenance 23.88
23181 - Electronics Technician Maintenance I 25.97
23182 - Electronics Technician Maintenance II 27.58
23183 - Electronics Technician Maintenance III 31.65
23260 - Fabric Worker 20.12
23290 - Fire Alarm System Mechanic 24.29
23310 - Fire Extinguisher Repairer 18.62
23311 - Fuel Distribution System Mechanic 26.81
23312 - Fuel Distribution System Operator 20.56
23370 - General Maintenance Worker 19.39
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 25.11
23382 - Ground Support Equipment Worker 26.79
23391 - Gunsmith I 18.62
23392 - Gunsmith II 21.46
23393 - Gunsmith III 24.29
23410 - Heating Ventilation And Air-Conditioning 18.80
Mechanic
23411 - Heating Ventilation And Air Contidioning 19.85
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 22.98
23440 - Heavy Equipment Operator 20.48
23460 - Instrument Mechanic 24.29
23465 - Laboratory/Shelter Mechanic 22.79
23470 - Laborer 14.44
23510 - Locksmith 22.79
23530 - Machinery Maintenance Mechanic 26.19
23550 - Machinist Maintenance 20.78
23580 - Maintenance Trades Helper 14.49
23591 - Metrology Technician I 24.29
23592 - Metrology Technician II 25.65
23593 - Metrology Technician III 26.80
23640 - Millwright 24.29
23710 - Office Appliance Repairer 22.79
23760 - Painter Maintenance 19.43
23790 - Pipefitter Maintenance 24.41
23810 - Plumber Maintenance 22.90
23820 - Pneudraulic Systems Mechanic 24.29
23850 - Rigger 24.29
23870 - Scale Mechanic 21.46
23890 - Sheet-Metal Worker Maintenance 24.02
23910 - Small Engine Mechanic 16.93
23931 - Telecommunications Mechanic I 28.61

23932 - Telecommunications Mechanic II 30.21
23950 - Telephone Lineman 27.23
23960 - Welder Combination Maintenance 19.23
23965 - Well Driller 24.29
23970 - Woodcraft Worker 24.29
23980 - Woodworker 18.62
24000 - Personal Needs Occupations
24550 - Case Manager 17.50
24570 - Child Care Attendant 10.27
24580 - Child Care Center Clerk 12.81
24610 - Chore Aide 11.26
24620 - Family Readiness And Support Services Coordinator 17.50
24630 - Homemaker 16.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.36
25040 - Sewage Plant Operator 19.65
25070 - Stationary Engineer 25.36
25190 - Ventilation Equipment Tender 17.82
25210 - Water Treatment Plant Operator 19.65
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.07
27007 - Baggage Inspector 14.52
27008 - Corrections Officer 19.47
27010 - Court Security Officer 19.91
27030 - Detection Dog Handler 17.18
27040 - Detention Officer 19.47
27070 - Firefighter 18.98
27101 - Guard I 14.52
27102 - Guard II 17.18
27131 - Police Officer I 22.26
27132 - Police Officer II 24.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.06
28042 - Carnival Equipment Repairer 15.34
28043 - Carnival Worker 10.21
28210 - Gate Attendant/Gate Tender 19.44
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 20.45
28510 - Recreation Aide/Health Facility Attendant 15.86
28515 - Recreation Specialist 23.31
28630 - Sports Official 17.31
28690 - Swimming Pool Operator 17.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.69
29020 - Hatch Tender 23.69
29030 - Line Handler 23.69
29041 - Stevedore I 22.22
29042 - Stevedore II 25.17
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 23.86
30052 - Cryogenic Technician II 26.35
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 15.10
30082 - Engineering Technician II 16.96
30083 - Engineering Technician III 18.97
30084 - Engineering Technician IV 23.49
30085 - Engineering Technician V 28.74
30086 - Engineering Technician VI 34.77
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 21.55
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 23.86
30222 - Latent Fingerprint Technician II 26.35
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 18.26
30362 - Paralegal/Legal Assistant II 22.62
30363 - Paralegal/Legal Assistant III 27.67
30364 - Paralegal/Legal Assistant IV 33.48
30375 - Petroleum Supply Specialist 26.35
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 26.35
30461 - Technical Writer I 23.27
30462 - Technical Writer II 28.47
30463 - Technical Writer III 34.44
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 3) 21.94
30621 - Weather Observer Senior (see 3) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.18
31030 - Bus Driver 16.74

31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	16.36
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	16.36
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.27
99050 - Desk Clerk	11.13
99095 - Embalmer	28.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.87
99260 - Marketing Analyst	27.55
99310 - Mortician	28.45
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	22.46
99730 - Refuse Collector	16.93
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage 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.: 2015-5517
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: Idaho

Area: Idaho Counties of Bear Lake Bingham Caribou Clark Custer Fremont Lemhi Madison Oneida Power Teton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.50
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		16.72
01020 - Administrative Assistant		22.23
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		11.04
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		14.57
01090 - Duplicating Machine Operator		14.57
01111 - General Clerk I		12.33

01112 - General Clerk II	13.46
01113 - General Clerk III	15.11
01120 - Housing Referral Assistant	19.03
01141 - Messenger Courier	11.08
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	14.86
01262 - Personnel Assistant (Employment) II	16.63
01263 - Personnel Assistant (Employment) III	18.53
01270 - Production Control Clerk	18.51
01290 - Rental Clerk	12.35
01300 - Scheduler Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	17.08
01313 - Secretary III	19.03
01320 - Service Order Dispatcher	18.45
01410 - Supply Technician	22.23
01420 - Survey Worker	11.78
01460 - Switchboard Operator/Receptionist	13.38
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.59
01612 - Word Processor II	15.26
01613 - Word Processor III	17.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.28
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.23
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	14.91
05130 - Motor Equipment Metal Mechanic	19.44
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	19.44
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	16.10
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	13.19
05400 - Transmission Repair Specialist	19.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	11.53
07042 - Cook II	13.28
07070 - Dishwasher	9.39
07130 - Food Service Worker	10.35
07210 - Meat Cutter	15.89
07260 - Waiter/Waitress	8.94
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.92
11060 - Elevator Operator	11.77
11090 - Gardener	18.78
11122 - Housekeeping Aide	11.77
11150 - Janitor	11.77
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	11.15
11260 - Pruner	12.50
11270 - Tractor Operator	17.22
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	13.41
12000 - Health Occupations	
12010 - Ambulance Driver	17.47
12011 - Breath Alcohol Technician	17.47
12012 - Certified Occupational Therapist Assistant	24.73
12015 - Certified Physical Therapist Assistant	27.51
12020 - Dental Assistant	15.23
12025 - Dental Hygienist	38.24
12030 - EKG Technician	27.32
12035 - Electroneurodiagnostic Technologist	27.32
12040 - Emergency Medical Technician	17.47
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.03
12073 - Licensed Practical Nurse III	20.10
12100 - Medical Assistant	15.60
12130 - Medical Laboratory Technician	23.41
12160 - Medical Record Clerk	15.91
12190 - Medical Record Technician	17.80
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	39.62
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	16.11
12250 - Pharmacy Technician	16.41
12280 - Phlebotomist	15.26
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II Specialist	27.78
12314 - Registered Nurse III	33.61

12315 - Registered Nurse III Anesthetist		33.61
12316 - Registered Nurse IV		40.21
12317 - Scheduler (Drug and Alcohol Testing)		21.64
12320 - Substance Abuse Treatment Counselor		24.67
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.00
13012 - Exhibits Specialist II		22.30
13013 - Exhibits Specialist III		27.28
13041 - Illustrator I		18.00
13042 - Illustrator II		22.30
13043 - Illustrator III		27.28
13047 - Librarian		24.85
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		22.44
13058 - Library Technician		13.35
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.20
13071 - Photographer I		14.72
13072 - Photographer II		18.44
13073 - Photographer III		20.66
13074 - Photographer IV		25.40
13075 - Photographer V		31.23
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	19.84
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.24
15020 - Aircrew Training Devices Instructor (Rated)		34.17
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		28.24
15060 - Educational Technologist		24.13
15070 - Flight Instructor (Pilot)		40.47
15080 - Graphic Artist		20.31

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 20.20
15095 - Technical Instructor/Course Developer 24.71
15110 - Test Proctor 16.27
15120 - Tutor 16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.54
19040 - Tool And Die Maker 27.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.15
21030 - Material Coordinator 18.51
21040 - Material Expediter 18.51
21050 - Material Handling Laborer 13.07
21071 - Order Filler 13.63
21080 - Production Line Worker (Food Processing) 17.15
21110 - Shipping Packer 14.82
21130 - Shipping/Receiving Clerk 14.82
21140 - Store Worker I 11.62
21150 - Stock Clerk 16.93
21210 - Tools And Parts Attendant 17.15
21410 - Warehouse Specialist 17.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.34
23019 - Aircraft Logs and Records Technician 23.80
23021 - Aircraft Mechanic I 28.72
23022 - Aircraft Mechanic II 30.34
23023 - Aircraft Mechanic III 31.70
23040 - Aircraft Mechanic Helper 20.20
23050 - Aircraft Painter 26.96
23060 - Aircraft Servicer 23.80
23070 - Aircraft Survival Flight Equipment Technician 26.96
23080 - Aircraft Worker 25.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.72

23110 - Appliance Mechanic	22.28
23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	42.93
23130 - Carpenter Maintenance	21.26
23140 - Carpet Layer	21.21
23160 - Electrician Maintenance	23.88
23181 - Electronics Technician Maintenance I	30.42
23182 - Electronics Technician Maintenance II	32.32
23183 - Electronics Technician Maintenance III	34.45
23260 - Fabric Worker	19.90
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	18.41
23311 - Fuel Distribution System Mechanic	25.41
23312 - Fuel Distribution System Operator	19.48
23370 - General Maintenance Worker	19.39
23380 - Ground Support Equipment Mechanic	28.72
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	25.38
23391 - Gunsmith I	18.41
23392 - Gunsmith II	21.21
23393 - Gunsmith III	24.02
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	24.78
23440 - Heavy Equipment Operator	20.69
23460 - Instrument Mechanic	24.02
23465 - Laboratory/Shelter Mechanic	22.54
23470 - Laborer	13.07
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	26.21
23550 - Machinist Maintenance	20.01
23580 - Maintenance Trades Helper	14.40
23591 - Metrology Technician I	24.02
23592 - Metrology Technician II	25.36
23593 - Metrology Technician III	26.50
23640 - Millwright	24.02
23710 - Office Appliance Repairer	22.54
23760 - Painter Maintenance	18.99
23790 - Pipefitter Maintenance	22.02
23810 - Plumber Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	24.02
23850 - Rigger	24.02
23870 - Scale Mechanic	21.21
23890 - Sheet-Metal Worker Maintenance	24.02
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	28.61
23932 - Telecommunications Mechanic II	30.21
23950 - Telephone Lineman	22.50

23960 - Welder Combination Maintenance	19.23
23965 - Well Driller	24.02
23970 - Woodcraft Worker	24.02
23980 - Woodworker	18.41
24000 - Personal Needs Occupations	
24550 - Case Manager	17.50
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.81
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	17.50
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.36
25040 - Sewage Plant Operator	19.45
25070 - Stationary Engineer	25.36
25190 - Ventilation Equipment Tender	17.82
25210 - Water Treatment Plant Operator	19.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.94
27007 - Baggage Inspector	15.35
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	18.72
27070 - Firefighter	20.88
27101 - Guard I	15.35
27102 - Guard II	17.18
27131 - Police Officer I	22.26
27132 - Police Officer II	24.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	15.35
28043 - Carnival Worker	10.22
28210 - Gate Attendant/Gate Tender	19.44
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	15.86
28515 - Recreation Specialist	21.53
28630 - Sports Official	17.31
28690 - Swimming Pool Operator	17.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.64
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 23.79
30051 - Cryogenic Technician I 24.29
30052 - Cryogenic Technician II 26.83
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 14.73
30082 - Engineering Technician II 16.53
30083 - Engineering Technician III 18.50
30084 - Engineering Technician IV 22.91
30085 - Engineering Technician V 28.03
30086 - Engineering Technician VI 33.91
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 21.93
30210 - Laboratory Technician 22.29
30221 - Latent Fingerprint Technician I 24.29
30222 - Latent Fingerprint Technician II 26.83
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 18.26
30362 - Paralegal/Legal Assistant II 22.62
30363 - Paralegal/Legal Assistant III 27.67
30364 - Paralegal/Legal Assistant IV 33.48
30375 - Petroleum Supply Specialist 26.83
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 26.83
30461 - Technical Writer I 23.27
30462 - Technical Writer II 28.47
30463 - Technical Writer III 34.44
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or (see 2) 21.94
Surface Programs
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.18
31030 - Bus Driver 16.30
31043 - Driver Courier 13.64
31260 - Parking and Lot Attendant 11.57

31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	12.03
31361 - Truckdriver Light	14.87
31362 - Truckdriver Medium	16.08
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.27
99050 - Desk Clerk	10.35
99095 - Embalmer	28.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.50
99252 - Laboratory Animal Caretaker II	15.82
99260 - Marketing Analyst	27.55
99310 - Mortician	28.45
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	25.23
99730 - Refuse Collector	18.25
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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.: 2015-5518
Revision No.: 12
Date Of Last Revision: 06/09/2020

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: Idaho

Area: Idaho Counties of Bear Lake Bingham Caribou Clark Custer Fremont Lemhi Madison Oneida Power Teton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.50
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		16.72
01020 - Administrative Assistant		22.23
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		11.04
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.65

01070 - Document Preparation Clerk	14.57
01090 - Duplicating Machine Operator	14.57
01111 - General Clerk I	12.33
01112 - General Clerk II	13.46
01113 - General Clerk III	15.11
01120 - Housing Referral Assistant	19.03
01141 - Messenger Courier	11.08
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	14.86
01262 - Personnel Assistant (Employment) II	16.63
01263 - Personnel Assistant (Employment) III	18.53
01270 - Production Control Clerk	18.51
01290 - Rental Clerk	12.35
01300 - Scheduler Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	17.08
01313 - Secretary III	19.03
01320 - Service Order Dispatcher	18.45
01410 - Supply Technician	22.23
01420 - Survey Worker	11.78
01460 - Switchboard Operator/Receptionist	13.38
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	13.59
01612 - Word Processor II	15.26
01613 - Word Processor III	17.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.28
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.23
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	14.91
05130 - Motor Equipment Metal Mechanic	19.44
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	19.44
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	16.10
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	13.19
05400 - Transmission Repair Specialist	19.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	11.53
07042 - Cook II	13.28
07070 - Dishwasher	9.39
07130 - Food Service Worker	10.35

07210 - Meat Cutter	15.89
07260 - Waiter/Waitress	8.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.92
11060 - Elevator Operator	11.77
11090 - Gardener	18.78
11122 - Housekeeping Aide	11.77
11150 - Janitor	11.77
11210 - Laborer Grounds Maintenance	14.25
11240 - Maid or Houseman	11.15
11260 - Pruner	12.50
11270 - Tractor Operator	17.22
11330 - Trail Maintenance Worker	14.25
11360 - Window Cleaner	13.41
12000 - Health Occupations	
12010 - Ambulance Driver	17.47
12011 - Breath Alcohol Technician	17.47
12012 - Certified Occupational Therapist Assistant	24.73
12015 - Certified Physical Therapist Assistant	27.51
12020 - Dental Assistant	15.23
12025 - Dental Hygienist	38.24
12030 - EKG Technician	27.32
12035 - Electroneurodiagnostic Technologist	27.32
12040 - Emergency Medical Technician	17.47
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.03
12073 - Licensed Practical Nurse III	20.10
12100 - Medical Assistant	15.60
12130 - Medical Laboratory Technician	23.41
12160 - Medical Record Clerk	15.91
12190 - Medical Record Technician	17.80
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	39.62
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	16.11
12250 - Pharmacy Technician	16.41
12280 - Phlebotomist	15.26
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	22.72

12312 - Registered Nurse II		27.78
12313 - Registered Nurse II Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III Anesthetist		33.61
12316 - Registered Nurse IV		40.21
12317 - Scheduler (Drug and Alcohol Testing)		21.64
12320 - Substance Abuse Treatment Counselor		24.67
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.00
13012 - Exhibits Specialist II		22.30
13013 - Exhibits Specialist III		27.28
13041 - Illustrator I		18.00
13042 - Illustrator II		22.30
13043 - Illustrator III		27.28
13047 - Librarian		24.85
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		22.44
13058 - Library Technician		13.35
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.13
13063 - Media Specialist III		20.20
13071 - Photographer I		14.72
13072 - Photographer II		18.44
13073 - Photographer III		20.66
13074 - Photographer IV		25.40
13075 - Photographer V		31.23
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	19.84
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		22.55
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.24
15020 - Aircrew Training Devices Instructor (Rated)		34.17
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		28.24

15060 - Educational Technologist	24.13
15070 - Flight Instructor (Pilot)	40.47
15080 - Graphic Artist	20.31
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	20.20
15095 - Technical Instructor/Course Developer	24.71
15110 - Test Proctor	16.27
15120 - Tutor	16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	12.01
16070 - Finisher Flatwork Machine	10.07
16090 - Presser Hand	10.07
16110 - Presser Machine Drycleaning	10.07
16130 - Presser Machine Shirts	10.07
16160 - Presser Machine Wearing Apparel Laundry	10.07
16190 - Sewing Machine Operator	12.66
16220 - Tailor	13.38
16250 - Washer Machine	10.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.54
19040 - Tool And Die Maker	27.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.15
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	13.07
21071 - Order Filler	13.63
21080 - Production Line Worker (Food Processing)	17.15
21110 - Shipping Packer	14.82
21130 - Shipping/Receiving Clerk	14.82
21140 - Store Worker I	11.62
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	17.15
21410 - Warehouse Specialist	17.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.34
23019 - Aircraft Logs and Records Technician	23.80
23021 - Aircraft Mechanic I	28.72
23022 - Aircraft Mechanic II	30.34
23023 - Aircraft Mechanic III	31.70
23040 - Aircraft Mechanic Helper	20.20
23050 - Aircraft Painter	26.96
23060 - Aircraft Servicer	23.80
23070 - Aircraft Survival Flight Equipment Technician	26.96
23080 - Aircraft Worker	25.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	25.38

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.72
II
23110 - Appliance Mechanic 22.28
23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 21.26
23140 - Carpet Layer 21.21
23160 - Electrician Maintenance 23.88
23181 - Electronics Technician Maintenance I 30.42
23182 - Electronics Technician Maintenance II 32.32
23183 - Electronics Technician Maintenance III 34.45
23260 - Fabric Worker 19.90
23290 - Fire Alarm System Mechanic 24.02
23310 - Fire Extinguisher Repairer 18.41
23311 - Fuel Distribution System Mechanic 25.41
23312 - Fuel Distribution System Operator 19.48
23370 - General Maintenance Worker 19.39
23380 - Ground Support Equipment Mechanic 28.72
23381 - Ground Support Equipment Servicer 23.80
23382 - Ground Support Equipment Worker 25.38
23391 - Gunsmith I 18.41
23392 - Gunsmith II 21.21
23393 - Gunsmith III 24.02
23410 - Heating Ventilation And Air-Conditioning 20.88
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.78
23440 - Heavy Equipment Operator 20.69
23460 - Instrument Mechanic 24.02
23465 - Laboratory/Shelter Mechanic 22.54
23470 - Laborer 13.07
23510 - Locksmith 22.54
23530 - Machinery Maintenance Mechanic 26.21
23550 - Machinist Maintenance 20.01
23580 - Maintenance Trades Helper 14.40
23591 - Metrology Technician I 24.02
23592 - Metrology Technician II 25.36
23593 - Metrology Technician III 26.50
23640 - Millwright 24.02
23710 - Office Appliance Repairer 22.54
23760 - Painter Maintenance 18.99
23790 - Pipefitter Maintenance 22.02
23810 - Plumber Maintenance 20.66
23820 - Pneudraulic Systems Mechanic 24.02
23850 - Rigger 24.02
23870 - Scale Mechanic 21.21
23890 - Sheet-Metal Worker Maintenance 24.02
23910 - Small Engine Mechanic 17.56

23931 - Telecommunications Mechanic I 28.61
23932 - Telecommunications Mechanic II 30.21
23950 - Telephone Lineman 22.50
23960 - Welder Combination Maintenance 19.23
23965 - Well Driller 24.02
23970 - Woodcraft Worker 24.02
23980 - Woodworker 18.41
24000 - Personal Needs Occupations
24550 - Case Manager 17.50
24570 - Child Care Attendant 9.68
24580 - Child Care Center Clerk 12.81
24610 - Chore Aide 11.26
24620 - Family Readiness And Support Services Coordinator 17.50
24630 - Homemaker 16.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.36
25040 - Sewage Plant Operator 19.45
25070 - Stationary Engineer 25.36
25190 - Ventilation Equipment Tender 17.82
25210 - Water Treatment Plant Operator 19.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.94
27007 - Baggage Inspector 15.35
27008 - Corrections Officer 18.72
27010 - Court Security Officer 19.91
27030 - Detection Dog Handler 17.18
27040 - Detention Officer 18.72
27070 - Firefighter 20.88
27101 - Guard I 15.35
27102 - Guard II 17.18
27131 - Police Officer I 22.26
27132 - Police Officer II 24.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.07
28042 - Carnival Equipment Repairer 15.35
28043 - Carnival Worker 10.22
28210 - Gate Attendant/Gate Tender 19.44
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 20.45
28510 - Recreation Aide/Health Facility Attendant 15.86
28515 - Recreation Specialist 21.53
28630 - Sports Official 17.31
28690 - Swimming Pool Operator 17.69
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.50
29020 - Hatch Tender 23.50
29030 - Line Handler 23.50
29041 - Stevedore I 21.64
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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		23.79
30051 - Cryogenic Technician I		24.29
30052 - Cryogenic Technician II		26.83
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.73
30082 - Engineering Technician II		16.53
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		22.91
30085 - Engineering Technician V		28.03
30086 - Engineering Technician VI		33.91
30090 - Environmental Technician		22.32
30095 - Evidence Control Specialist		21.93
30210 - Laboratory Technician		22.29
30221 - Latent Fingerprint Technician I		24.29
30222 - Latent Fingerprint Technician II		26.83
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		22.62
30363 - Paralegal/Legal Assistant III		27.67
30364 - Paralegal/Legal Assistant IV		33.48
30375 - Petroleum Supply Specialist		26.83
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		26.83
30461 - Technical Writer I		23.27
30462 - Technical Writer II		28.47
30463 - Technical Writer III		34.44
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.54
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	23.97

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.67
31020 - Bus Aide	12.18

31030 - Bus Driver	16.30
31043 - Driver Courier	13.64
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	12.03
31361 - Truckdriver Light	14.87
31362 - Truckdriver Medium	16.08
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.27
99050 - Desk Clerk	10.35
99095 - Embalmer	28.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.50
99252 - Laboratory Animal Caretaker II	15.82
99260 - Marketing Analyst	27.55
99310 - Mortician	28.45
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.80
99711 - Recycling Specialist	25.23
99730 - Refuse Collector	18.25
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.39
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	18.51
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	17.92

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

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.: 2015-5519
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: Idaho

Area: Idaho County of Nez Perce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		24.10
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.25
01042 - Customer Service Representative II		16.03
01043 - Customer Service Representative III		17.48
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		21.63
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		12.63
01112 - General Clerk II		13.78

01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 20.67
01141 - Messenger Courier 12.03
01191 - Order Clerk I 14.76
01192 - Order Clerk II 16.11
01261 - Personnel Assistant (Employment) I 16.40
01262 - Personnel Assistant (Employment) II 18.35
01263 - Personnel Assistant (Employment) III 20.45
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 14.26
01300 - Scheduler Maintenance 16.58
01311 - Secretary I 16.58
01312 - Secretary II 18.56
01313 - Secretary III 20.67
01320 - Service Order Dispatcher 19.95
01410 - Supply Technician 24.10
01420 - Survey Worker 14.65
01460 - Switchboard Operator/Receptionist 14.70
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.43
01533 - Travel Clerk III 14.57
01611 - Word Processor I 14.77
01612 - Word Processor II 16.58
01613 - Word Processor III 18.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.36
05010 - Automotive Electrician 17.93
05040 - Automotive Glass Installer 16.97
05070 - Automotive Worker 16.97
05110 - Mobile Equipment Servicer 15.04
05130 - Motor Equipment Metal Mechanic 18.89
05160 - Motor Equipment Metal Worker 16.97
05190 - Motor Vehicle Mechanic 18.89
05220 - Motor Vehicle Mechanic Helper 14.08
05250 - Motor Vehicle Upholstery Worker 16.01
05280 - Motor Vehicle Wrecker 16.97
05310 - Painter Automotive 17.93
05340 - Radiator Repair Specialist 16.97
05370 - Tire Repairer 15.04
05400 - Transmission Repair Specialist 18.89
07000 - Food Preparation And Service Occupations
07010 - Baker 14.32
07041 - Cook I 12.87
07042 - Cook II 14.52
07070 - Dishwasher 10.76
07130 - Food Service Worker 10.65
07210 - Meat Cutter 14.58
07260 - Waiter/Waitress 10.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.92

09040 - Furniture Handler	16.16
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	18.54
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	12.13
11090 - Gardener	16.36
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.22
11240 - Maid or Houseman	12.12
11260 - Pruner	12.16
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	13.22
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	21.95
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	26.61
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	37.74
12030 - EKG Technician	32.55
12035 - Electroneurodiagnostic Technologist	32.55
12040 - Emergency Medical Technician	21.95
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	17.48
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.21
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	21.48
12236 - Optical Technician	19.20
12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	18.48
12305 - Radiologic Technologist	30.30
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00
12313 - Registered Nurse II Specialist	29.00
12314 - Registered Nurse III	35.09
12315 - Registered Nurse III Anesthetist	35.09

12316 - Registered Nurse IV		42.06
12317 - Scheduler (Drug and Alcohol Testing)		26.61
12320 - Substance Abuse Treatment Counselor		28.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.42
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.95
13072 - Photographer II		16.76
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		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		20.50
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.28
15020 - Aircrew Training Devices Instructor (Rated)		37.84
15030 - Air Crew Training Devices Instructor (Pilot)		44.41
15050 - Computer Based Training Specialist / Instructor		31.28
15060 - Educational Technologist		26.82
15070 - Flight Instructor (Pilot)		44.41
15080 - Graphic Artist		24.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.41

15086 - Maintenance Test Pilot Rotary Wing 44.41
15088 - Non-Maintenance Test/Co-Pilot 44.41
15090 - Technical Instructor 20.20
15095 - Technical Instructor/Course Developer 24.71
15110 - Test Proctor 16.27
15120 - Tutor 16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.09
21071 - Order Filler 13.35
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 18.58
21130 - Shipping/Receiving Clerk 18.58
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.42
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.13
23022 - Aircraft Mechanic II 26.42
23023 - Aircraft Mechanic III 27.69
23040 - Aircraft Mechanic Helper 18.73
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.13
23110 - Appliance Mechanic 23.85

23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	29.76
23130 - Carpenter Maintenance	22.51
23140 - Carpet Layer	22.57
23160 - Electrician Maintenance	31.92
23181 - Electronics Technician Maintenance I	29.22
23182 - Electronics Technician Maintenance II	30.88
23183 - Electronics Technician Maintenance III	32.52
23260 - Fabric Worker	21.28
23290 - Fire Alarm System Mechanic	25.13
23310 - Fire Extinguisher Repairer	20.00
23311 - Fuel Distribution System Mechanic	25.13
23312 - Fuel Distribution System Operator	20.00
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	25.13
23381 - Ground Support Equipment Servicer	21.28
23382 - Ground Support Equipment Worker	22.57
23391 - Gunsmith I	20.00
23392 - Gunsmith II	22.57
23393 - Gunsmith III	25.13
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.37
23430 - Heavy Equipment Mechanic	24.85
23440 - Heavy Equipment Operator	26.34
23460 - Instrument Mechanic	25.13
23465 - Laboratory/Shelter Mechanic	23.85
23470 - Laborer	16.09
23510 - Locksmith	23.85
23530 - Machinery Maintenance Mechanic	23.27
23550 - Machinist Maintenance	24.87
23580 - Maintenance Trades Helper	18.73
23591 - Metrology Technician I	25.13
23592 - Metrology Technician II	26.42
23593 - Metrology Technician III	27.69
23640 - Millwright	27.71
23710 - Office Appliance Repairer	23.85
23760 - Painter Maintenance	19.44
23790 - Pipefitter Maintenance	25.45
23810 - Plumber Maintenance	24.16
23820 - Pneudraulic Systems Mechanic	25.13
23850 - Rigger	25.13
23870 - Scale Mechanic	22.57
23890 - Sheet-Metal Worker Maintenance	25.13
23910 - Small Engine Mechanic	21.25
23931 - Telecommunications Mechanic I	25.13
23932 - Telecommunications Mechanic II	26.42
23950 - Telephone Lineman	25.13
23960 - Welder Combination Maintenance	21.27

23965 - Well Driller	25.13
23970 - Woodcraft Worker	25.13
23980 - Woodworker	20.00
24000 - Personal Needs Occupations	
24550 - Case Manager	19.07
24570 - Child Care Attendant	12.03
24580 - Child Care Center Clerk	15.01
24610 - Chore Aide	11.57
24620 - Family Readiness And Support Services Coordinator	19.07
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.17
25040 - Sewage Plant Operator	23.56
25070 - Stationary Engineer	25.17
25190 - Ventilation Equipment Tender	18.77
25210 - Water Treatment Plant Operator	23.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	20.59
27010 - Court Security Officer	21.90
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	20.59
27070 - Firefighter	20.88
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	26.98
27132 - Police Officer II	29.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	15.46
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	17.51
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	22.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.57
29020 - Hatch Tender	22.57
29030 - Line Handler	22.57
29041 - Stevedore I	21.28
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 22.41
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 13.93
30082 - Engineering Technician II 15.62
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 21.66
30085 - Engineering Technician V 26.49
30086 - Engineering Technician VI 30.94
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.81
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.81
30462 - Technical Writer II 25.45
30463 - Technical Writer III 27.75
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.74
31030 - Bus Driver 20.25
31043 - Driver Courier 14.59
31260 - Parking and Lot Attendant 14.00
31290 - Shuttle Bus Driver 15.58

31310 - Taxi Driver	15.46
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.10
99050 - Desk Clerk	12.28
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.95
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	23.46
99310 - Mortician	25.86
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.16
99730 - Refuse Collector	15.15
99810 - Sales Clerk	13.00
99820 - School Crossing Guard	15.15
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	19.71
99842 - Vending Machine Repairer Helper	14.81

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.: 2015-5520
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Idaho

Area: Idaho County of Nez Perce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		24.10
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.25
01042 - Customer Service Representative II		16.03
01043 - Customer Service Representative III		17.48
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		21.63
01070 - Document Preparation Clerk		14.80

01090 - Duplicating Machine Operator	14.80
01111 - General Clerk I	12.63
01112 - General Clerk II	13.78
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	20.67
01141 - Messenger Courier	12.03
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	16.40
01262 - Personnel Assistant (Employment) II	18.35
01263 - Personnel Assistant (Employment) III	20.45
01270 - Production Control Clerk	22.40
01290 - Rental Clerk	14.26
01300 - Scheduler Maintenance	16.58
01311 - Secretary I	16.58
01312 - Secretary II	18.56
01313 - Secretary III	20.67
01320 - Service Order Dispatcher	19.95
01410 - Supply Technician	24.10
01420 - Survey Worker	14.65
01460 - Switchboard Operator/Receptionist	14.70
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.43
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.77
01612 - Word Processor II	16.58
01613 - Word Processor III	18.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.36
05010 - Automotive Electrician	17.93
05040 - Automotive Glass Installer	16.97
05070 - Automotive Worker	16.97
05110 - Mobile Equipment Servicer	15.04
05130 - Motor Equipment Metal Mechanic	18.89
05160 - Motor Equipment Metal Worker	16.97
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	14.08
05250 - Motor Vehicle Upholstery Worker	16.01
05280 - Motor Vehicle Wrecker	16.97
05310 - Painter Automotive	17.93
05340 - Radiator Repair Specialist	16.97
05370 - Tire Repairer	15.04
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.32
07041 - Cook I	12.87
07042 - Cook II	14.52
07070 - Dishwasher	10.76
07130 - Food Service Worker	10.65
07210 - Meat Cutter	14.58

07260 - Waiter/Waitress	10.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	16.16
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	18.54
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	12.13
11090 - Gardener	16.36
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.22
11240 - Maid or Houseman	12.12
11260 - Pruner	12.16
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	13.22
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	21.95
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	26.61
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	37.74
12030 - EKG Technician	32.55
12035 - Electroneurodiagnostic Technologist	32.55
12040 - Emergency Medical Technician	21.95
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	17.48
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.21
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	21.48
12236 - Optical Technician	19.20
12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	18.48
12305 - Radiologic Technologist	30.30
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00

12313 - Registered Nurse II Specialist		29.00
12314 - Registered Nurse III		35.09
12315 - Registered Nurse III Anesthetist		35.09
12316 - Registered Nurse IV		42.06
12317 - Scheduler (Drug and Alcohol Testing)		26.61
12320 - Substance Abuse Treatment Counselor		28.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		13.42
13061 - Media Specialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		14.95
13072 - Photographer II		16.76
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		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.69
14160 - Personal Computer Support Technician		20.50
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.28
15020 - Aircrew Training Devices Instructor (Rated)		37.84
15030 - Air Crew Training Devices Instructor (Pilot)		44.41
15050 - Computer Based Training Specialist / Instructor		31.28
15060 - Educational Technologist		26.82

15070 - Flight Instructor (Pilot) 44.41
15080 - Graphic Artist 24.71
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.41
15086 - Maintenance Test Pilot Rotary Wing 44.41
15088 - Non-Maintenance Test/Co-Pilot 44.41
15090 - Technical Instructor 20.20
15095 - Technical Instructor/Course Developer 24.71
15110 - Test Proctor 16.27
15120 - Tutor 16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.09
21071 - Order Filler 13.35
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 18.58
21130 - Shipping/Receiving Clerk 18.58
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.42
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.13
23022 - Aircraft Mechanic II 26.42
23023 - Aircraft Mechanic III 27.69
23040 - Aircraft Mechanic Helper 18.73
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.57

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.13
23110 - Appliance Mechanic 23.85
23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 29.76
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 22.57
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 29.22
23182 - Electronics Technician Maintenance II 30.88
23183 - Electronics Technician Maintenance III 32.52
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 25.13
23310 - Fire Extinguisher Repairer 20.00
23311 - Fuel Distribution System Mechanic 25.13
23312 - Fuel Distribution System Operator 20.00
23370 - General Maintenance Worker 16.69
23380 - Ground Support Equipment Mechanic 25.13
23381 - Ground Support Equipment Servicer 21.28
23382 - Ground Support Equipment Worker 22.57
23391 - Gunsmith I 20.00
23392 - Gunsmith II 22.57
23393 - Gunsmith III 25.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.37
23430 - Heavy Equipment Mechanic 24.85
23440 - Heavy Equipment Operator 26.34
23460 - Instrument Mechanic 25.13
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 16.09
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 23.27
23550 - Machinist Maintenance 24.87
23580 - Maintenance Trades Helper 18.73
23591 - Metrology Technician I 25.13
23592 - Metrology Technician II 26.42
23593 - Metrology Technician III 27.69
23640 - Millwright 27.71
23710 - Office Appliance Repairer 23.85
23760 - Painter Maintenance 19.44
23790 - Pipefitter Maintenance 25.45
23810 - Plumber Maintenance 24.16
23820 - Pneudraulic Systems Mechanic 25.13
23850 - Rigger 25.13
23870 - Scale Mechanic 22.57
23890 - Sheet-Metal Worker Maintenance 25.13
23910 - Small Engine Mechanic 21.25
23931 - Telecommunications Mechanic I 25.13

23932 - Telecommunications Mechanic II 26.42
23950 - Telephone Lineman 25.13
23960 - Welder Combination Maintenance 21.27
23965 - Well Driller 25.13
23970 - Woodcraft Worker 25.13
23980 - Woodworker 20.00
24000 - Personal Needs Occupations
24550 - Case Manager 19.07
24570 - Child Care Attendant 12.03
24580 - Child Care Center Clerk 15.01
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 19.07
24630 - Homemaker 16.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.17
25040 - Sewage Plant Operator 23.56
25070 - Stationary Engineer 25.17
25190 - Ventilation Equipment Tender 18.77
25210 - Water Treatment Plant Operator 23.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.88
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 20.59
27010 - Court Security Officer 21.90
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 20.59
27070 - Firefighter 20.88
27101 - Guard I 13.20
27102 - Guard II 15.80
27131 - Police Officer I 26.98
27132 - Police Officer II 29.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.94
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 10.11
28210 - Gate Attendant/Gate Tender 14.60
28310 - Lifeguard 12.95
28350 - Park Attendant (Aide) 15.46
28510 - Recreation Aide/Health Facility Attendant 11.92
28515 - Recreation Specialist 17.51
28630 - Sports Official 13.01
28690 - Swimming Pool Operator 22.16
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.57
29020 - Hatch Tender 22.57
29030 - Line Handler 22.57
29041 - Stevedore I 21.28
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 17.79
30022 - Archeological Technician II 20.76
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.39
30040 - Civil Engineering Technician 22.41
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 25.54
30081 - Engineering Technician I 13.93
30082 - Engineering Technician II 15.62
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 21.66
30085 - Engineering Technician V 26.49
30086 - Engineering Technician VI 30.94
30090 - Environmental Technician 22.32
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 18.44
30362 - Paralegal/Legal Assistant II 22.84
30363 - Paralegal/Legal Assistant III 27.94
30364 - Paralegal/Legal Assistant IV 33.81
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.81
30462 - Technical Writer II 25.45
30463 - Technical Writer III 27.75
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.74
31030 - Bus Driver 20.25

31043 - Driver Courier	14.59
31260 - Parking and Lot Attendant	14.00
31290 - Shuttle Bus Driver	15.58
31310 - Taxi Driver	15.46
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.10
99050 - Desk Clerk	12.28
99095 - Embalmer	25.86
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.95
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	23.46
99310 - Mortician	25.86
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.16
99730 - Refuse Collector	15.15
99810 - Sales Clerk	13.00
99820 - School Crossing Guard	15.15
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	19.71
99842 - Vending Machine Repairer Helper	14.81

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

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.: 2015-5521
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: Washington

Area: Washington County of Asotin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		25.05
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.25
01042 - Customer Service Representative II		16.03
01043 - Customer Service Representative III		17.48
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		21.21
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		12.63
01112 - General Clerk II		13.78

01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	12.07
01191 - Order Clerk I	13.57
01192 - Order Clerk II	14.80
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	22.43
01290 - Rental Clerk	14.26
01300 - Scheduler Maintenance	16.61
01311 - Secretary I	16.61
01312 - Secretary II	18.59
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	20.05
01410 - Supply Technician	25.05
01420 - Survey Worker	14.65
01460 - Switchboard Operator/Receptionist	14.70
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.52
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.80
01612 - Word Processor II	16.61
01613 - Word Processor III	18.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	19.82
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	15.44
05400 - Transmission Repair Specialist	19.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	12.87
07042 - Cook II	14.52
07070 - Dishwasher	11.22
07130 - Food Service Worker	11.22
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.85

09040 - Furniture Handler	16.16
09080 - Furniture Refinisher	23.85
09090 - Furniture Refinisher Helper	18.73
09110 - Furniture Repairer Minor	21.28
09130 - Upholsterer	23.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	12.13
11090 - Gardener	16.36
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.22
11240 - Maid or Houseman	12.12
11260 - Pruner	12.16
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	13.22
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	23.69
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	26.48
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	37.74
12030 - EKG Technician	32.55
12035 - Electroneurodiagnostic Technologist	32.55
12040 - Emergency Medical Technician	23.69
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	17.48
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.21
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	21.48
12236 - Optical Technician	19.20
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	18.49
12305 - Radiologic Technologist	30.30
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35

12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		26.61
12320 - Substance Abuse Treatment Counselor		28.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.86
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.25
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
13047 - Librarian		26.41
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		23.86
13058 - Library Technician		15.90
13061 - Media Specialist I		17.57
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.91
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		27.57
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.28
15020 - Aircrew Training Devices Instructor (Rated)		37.84
15030 - Air Crew Training Devices Instructor (Pilot)		45.35
15050 - Computer Based Training Specialist / Instructor		31.28
15060 - Educational Technologist		33.42
15070 - Flight Instructor (Pilot)		45.35
15080 - Graphic Artist		26.62
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.35

15086 - Maintenance Test Pilot Rotary Wing 45.35
15088 - Non-Maintenance Test/Co-Pilot 45.35
15090 - Technical Instructor 21.76
15095 - Technical Instructor/Course Developer 26.62
15110 - Test Proctor 17.89
15120 - Tutor 17.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.43
21040 - Material Expediter 22.43
21050 - Material Handling Laborer 16.09
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 18.58
21130 - Shipping/Receiving Clerk 18.58
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.42
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.13
23022 - Aircraft Mechanic II 26.42
23023 - Aircraft Mechanic III 27.69
23040 - Aircraft Mechanic Helper 18.73
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.13
23110 - Appliance Mechanic 23.85

23120 - Bicycle Repairer 20.00
23125 - Cable Splicer 26.53
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 22.57
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 29.22
23182 - Electronics Technician Maintenance II 30.88
23183 - Electronics Technician Maintenance III 32.52
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 25.13
23310 - Fire Extinguisher Repairer 20.00
23311 - Fuel Distribution System Mechanic 25.13
23312 - Fuel Distribution System Operator 20.00
23370 - General Maintenance Worker 17.69
23380 - Ground Support Equipment Mechanic 25.13
23381 - Ground Support Equipment Servicer 21.28
23382 - Ground Support Equipment Worker 22.57
23391 - Gunsmith I 20.00
23392 - Gunsmith II 22.57
23393 - Gunsmith III 25.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.54
23430 - Heavy Equipment Mechanic 25.19
23440 - Heavy Equipment Operator 26.34
23460 - Instrument Mechanic 25.13
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 16.09
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 23.27
23550 - Machinist Maintenance 24.87
23580 - Maintenance Trades Helper 18.73
23591 - Metrology Technician I 25.13
23592 - Metrology Technician II 26.42
23593 - Metrology Technician III 27.69
23640 - Millwright 28.33
23710 - Office Appliance Repairer 23.85
23760 - Painter Maintenance 21.30
23790 - Pipefitter Maintenance 26.03
23810 - Plumber Maintenance 24.16
23820 - Pneudraulic Systems Mechanic 25.13
23850 - Rigger 25.13
23870 - Scale Mechanic 22.57
23890 - Sheet-Metal Worker Maintenance 25.13
23910 - Small Engine Mechanic 22.57
23931 - Telecommunications Mechanic I 26.54
23932 - Telecommunications Mechanic II 27.60
23950 - Telephone Lineman 25.13
23960 - Welder Combination Maintenance 21.27

23965 - Well Driller	25.13
23970 - Woodcraft Worker	25.13
23980 - Woodworker	20.00
24000 - Personal Needs Occupations	
24550 - Case Manager	19.07
24570 - Child Care Attendant	12.03
24580 - Child Care Center Clerk	15.01
24610 - Chore Aide	11.57
24620 - Family Readiness And Support Services Coordinator	19.07
24630 - Homemaker	19.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.17
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	25.17
25190 - Ventilation Equipment Tender	18.77
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	13.17
27008 - Corrections Officer	24.11
27010 - Court Security Officer	25.50
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	24.11
27070 - Firefighter	22.41
27101 - Guard I	13.17
27102 - Guard II	15.98
27131 - Police Officer I	28.39
27132 - Police Officer II	31.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.66
28042 - Carnival Equipment Repairer	12.45
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.87
28515 - Recreation Specialist	18.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	20.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.57
29020 - Hatch Tender	22.57
29030 - Line Handler	22.57
29041 - Stevedore I	21.28
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 16.81
30022 - Archeological Technician II 18.80
30023 - Archeological Technician III 23.29
30030 - Cartographic Technician 23.29
30040 - Civil Engineering Technician 23.02
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.81
30062 - Drafter/CAD Operator II 18.80
30063 - Drafter/CAD Operator III 20.97
30064 - Drafter/CAD Operator IV 25.80
30081 - Engineering Technician I 15.16
30082 - Engineering Technician II 16.93
30083 - Engineering Technician III 19.01
30084 - Engineering Technician IV 23.58
30085 - Engineering Technician V 28.75
30086 - Engineering Technician VI 34.90
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.54
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.29
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.33
30363 - Paralegal/Legal Assistant III 29.77
30364 - Paralegal/Legal Assistant IV 36.02
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.29
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.72
30462 - Technical Writer II 27.13
30463 - Technical Writer III 32.83
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 25.80
30502 - Weather Forecaster II 31.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.97
30621 - Weather Observer Senior (see 2) 23.29
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.74
31030 - Bus Driver 20.74
31043 - Driver Courier 14.59
31260 - Parking and Lot Attendant 14.43
31290 - Shuttle Bus Driver 15.58

31310 - Taxi Driver	16.59
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	19.21
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.10
99050 - Desk Clerk	12.28
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.54
99252 - Laboratory Animal Caretaker II	19.81
99260 - Marketing Analyst	23.46
99310 - Mortician	25.35
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.16
99730 - Refuse Collector	15.15
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	15.15
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	17.47
99841 - Vending Machine Repairer	20.08
99842 - Vending Machine Repairer Helper	17.47

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.: 2015-5522
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington County of Asotin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		25.05
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.25
01042 - Customer Service Representative II		16.03
01043 - Customer Service Representative III		17.48
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		21.21
01070 - Document Preparation Clerk		14.80

01090 - Duplicating Machine Operator	14.80
01111 - General Clerk I	12.63
01112 - General Clerk II	13.78
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	12.07
01191 - Order Clerk I	13.57
01192 - Order Clerk II	14.80
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	22.43
01290 - Rental Clerk	14.26
01300 - Scheduler Maintenance	16.61
01311 - Secretary I	16.61
01312 - Secretary II	18.59
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	20.05
01410 - Supply Technician	25.05
01420 - Survey Worker	14.65
01460 - Switchboard Operator/Receptionist	14.70
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.52
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.80
01612 - Word Processor II	16.61
01613 - Word Processor III	18.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	19.82
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	19.94
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	15.44
05400 - Transmission Repair Specialist	19.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	12.87
07042 - Cook II	14.52
07070 - Dishwasher	11.22
07130 - Food Service Worker	11.22
07210 - Meat Cutter	18.06

07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.85
09040 - Furniture Handler	16.16
09080 - Furniture Refinisher	23.85
09090 - Furniture Refinisher Helper	18.73
09110 - Furniture Repairer Minor	21.28
09130 - Upholsterer	23.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	12.13
11090 - Gardener	16.36
11122 - Housekeeping Aide	13.43
11150 - Janitor	13.43
11210 - Laborer Grounds Maintenance	13.22
11240 - Maid or Houseman	12.12
11260 - Pruner	12.16
11270 - Tractor Operator	15.32
11330 - Trail Maintenance Worker	13.22
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	23.69
12011 - Breath Alcohol Technician	21.48
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	26.48
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	37.74
12030 - EKG Technician	32.55
12035 - Electroneurodiagnostic Technologist	32.55
12040 - Emergency Medical Technician	23.69
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.48
12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	16.75
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	17.48
12190 - Medical Record Technician	19.56
12195 - Medical Transcriptionist	19.20
12210 - Nuclear Medicine Technologist	47.21
12221 - Nursing Assistant I	11.77
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.44
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	21.48
12236 - Optical Technician	19.20
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	18.49
12305 - Radiologic Technologist	30.30
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21

12313 - Registered Nurse II Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		26.61
12320 - Substance Abuse Treatment Counselor		28.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.25
13012 - Exhibits Specialist II		23.86
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		19.25
13042 - Illustrator II		23.85
13043 - Illustrator III		29.18
13047 - Librarian		26.41
13050 - Library Aide/Clerk		11.83
13054 - Library Information Technology Systems Administrator		23.86
13058 - Library Technician		15.90
13061 - Media Specialist I		17.57
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.91
13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		27.57
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.28
15020 - Aircrew Training Devices Instructor (Rated)		37.84
15030 - Air Crew Training Devices Instructor (Pilot)		45.35
15050 - Computer Based Training Specialist / Instructor		31.28
15060 - Educational Technologist		33.42

15070 - Flight Instructor (Pilot) 45.35
15080 - Graphic Artist 26.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.35
15086 - Maintenance Test Pilot Rotary Wing 45.35
15088 - Non-Maintenance Test/Co-Pilot 45.35
15090 - Technical Instructor 21.76
15095 - Technical Instructor/Course Developer 26.62
15110 - Test Proctor 17.89
15120 - Tutor 17.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.07
16030 - Counter Attendant 10.07
16040 - Dry Cleaner 12.01
16070 - Finisher Flatwork Machine 10.07
16090 - Presser Hand 10.07
16110 - Presser Machine Drycleaning 10.07
16130 - Presser Machine Shirts 10.07
16160 - Presser Machine Wearing Apparel Laundry 10.07
16190 - Sewing Machine Operator 12.66
16220 - Tailor 13.38
16250 - Washer Machine 10.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.85
19040 - Tool And Die Maker 28.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.43
21040 - Material Expediter 22.43
21050 - Material Handling Laborer 16.09
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 18.58
21130 - Shipping/Receiving Clerk 18.58
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.42
23019 - Aircraft Logs and Records Technician 21.28
23021 - Aircraft Mechanic I 25.13
23022 - Aircraft Mechanic II 26.42
23023 - Aircraft Mechanic III 27.69
23040 - Aircraft Mechanic Helper 18.73
23050 - Aircraft Painter 23.85
23060 - Aircraft Servicer 21.28
23070 - Aircraft Survival Flight Equipment Technician 23.85
23080 - Aircraft Worker 22.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.57

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.13
II
23110 - Appliance Mechanic 23.85
23120 - Bicycle Repairer 20.00
23125 - Cable Splicer 26.53
23130 - Carpenter Maintenance 22.51
23140 - Carpet Layer 22.57
23160 - Electrician Maintenance 31.92
23181 - Electronics Technician Maintenance I 29.22
23182 - Electronics Technician Maintenance II 30.88
23183 - Electronics Technician Maintenance III 32.52
23260 - Fabric Worker 21.28
23290 - Fire Alarm System Mechanic 25.13
23310 - Fire Extinguisher Repairer 20.00
23311 - Fuel Distribution System Mechanic 25.13
23312 - Fuel Distribution System Operator 20.00
23370 - General Maintenance Worker 17.69
23380 - Ground Support Equipment Mechanic 25.13
23381 - Ground Support Equipment Servicer 21.28
23382 - Ground Support Equipment Worker 22.57
23391 - Gunsmith I 20.00
23392 - Gunsmith II 22.57
23393 - Gunsmith III 25.13
23410 - Heating Ventilation And Air-Conditioning 22.40
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.54
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.19
23440 - Heavy Equipment Operator 26.34
23460 - Instrument Mechanic 25.13
23465 - Laboratory/Shelter Mechanic 23.85
23470 - Laborer 16.09
23510 - Locksmith 23.85
23530 - Machinery Maintenance Mechanic 23.27
23550 - Machinist Maintenance 24.87
23580 - Maintenance Trades Helper 18.73
23591 - Metrology Technician I 25.13
23592 - Metrology Technician II 26.42
23593 - Metrology Technician III 27.69
23640 - Millwright 28.33
23710 - Office Appliance Repairer 23.85
23760 - Painter Maintenance 21.30
23790 - Pipefitter Maintenance 26.03
23810 - Plumber Maintenance 24.16
23820 - Pneudraulic Systems Mechanic 25.13
23850 - Rigger 25.13
23870 - Scale Mechanic 22.57
23890 - Sheet-Metal Worker Maintenance 25.13
23910 - Small Engine Mechanic 22.57
23931 - Telecommunications Mechanic I 26.54

23932 - Telecommunications Mechanic II 27.60
23950 - Telephone Lineman 25.13
23960 - Welder Combination Maintenance 21.27
23965 - Well Driller 25.13
23970 - Woodcraft Worker 25.13
23980 - Woodworker 20.00
24000 - Personal Needs Occupations
24550 - Case Manager 19.07
24570 - Child Care Attendant 12.03
24580 - Child Care Center Clerk 15.01
24610 - Chore Aide 11.57
24620 - Family Readiness And Support Services Coordinator 19.07
24630 - Homemaker 19.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.17
25040 - Sewage Plant Operator 23.68
25070 - Stationary Engineer 25.17
25190 - Ventilation Equipment Tender 18.77
25210 - Water Treatment Plant Operator 23.68
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.69
27007 - Baggage Inspector 13.17
27008 - Corrections Officer 24.11
27010 - Court Security Officer 25.50
27030 - Detection Dog Handler 17.58
27040 - Detention Officer 24.11
27070 - Firefighter 22.41
27101 - Guard I 13.17
27102 - Guard II 15.98
27131 - Police Officer I 28.39
27132 - Police Officer II 31.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.66
28042 - Carnival Equipment Repairer 12.45
28043 - Carnival Worker 10.13
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 12.95
28350 - Park Attendant (Aide) 15.66
28510 - Recreation Aide/Health Facility Attendant 11.87
28515 - Recreation Specialist 18.27
28630 - Sports Official 12.47
28690 - Swimming Pool Operator 20.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.57
29020 - Hatch Tender 22.57
29030 - Line Handler 22.57
29041 - Stevedore I 21.28
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 16.81
30022 - Archeological Technician II 18.80
30023 - Archeological Technician III 23.29
30030 - Cartographic Technician 23.29
30040 - Civil Engineering Technician 23.02
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.81
30062 - Drafter/CAD Operator II 18.80
30063 - Drafter/CAD Operator III 20.97
30064 - Drafter/CAD Operator IV 25.80
30081 - Engineering Technician I 15.16
30082 - Engineering Technician II 16.93
30083 - Engineering Technician III 19.01
30084 - Engineering Technician IV 23.58
30085 - Engineering Technician V 28.75
30086 - Engineering Technician VI 34.90
30090 - Environmental Technician 23.22
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.54
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.29
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.33
30363 - Paralegal/Legal Assistant III 29.77
30364 - Paralegal/Legal Assistant IV 36.02
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.29
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 20.72
30462 - Technical Writer II 27.13
30463 - Technical Writer III 32.83
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 25.80
30502 - Weather Forecaster II 31.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.97
30621 - Weather Observer Senior (see 2) 23.29
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.74
31030 - Bus Driver 20.74

31043 - Driver Courier	14.59
31260 - Parking and Lot Attendant	14.43
31290 - Shuttle Bus Driver	15.58
31310 - Taxi Driver	16.59
31361 - Truckdriver Light	15.58
31362 - Truckdriver Medium	19.21
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.10
99050 - Desk Clerk	12.28
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.54
99252 - Laboratory Animal Caretaker II	19.81
99260 - Marketing Analyst	23.46
99310 - Mortician	25.35
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.16
99730 - Refuse Collector	15.15
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	15.15
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	17.47
99841 - Vending Machine Repairer	20.08
99842 - Vending Machine Repairer Helper	17.47

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

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.: 2015-5523
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: Washington

Area: Washington County of Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		28.39
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		14.11
01042 - Customer Service Representative II		15.87
01043 - Customer Service Representative III		17.32
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		24.95
01070 - Document Preparation Clerk		15.09
01090 - Duplicating Machine Operator		15.09
01111 - General Clerk I		14.73
01112 - General Clerk II		16.07

01113 - General Clerk III	18.04
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	16.08
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	17.91
01262 - Personnel Assistant (Employment) II	20.04
01263 - Personnel Assistant (Employment) III	22.34
01270 - Production Control Clerk	22.02
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	22.29
01410 - Supply Technician	28.39
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.40
01531 - Travel Clerk I	15.04
01532 - Travel Clerk II	16.16
01533 - Travel Clerk III	17.32
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.45
05010 - Automotive Electrician	23.11
05040 - Automotive Glass Installer	22.14
05070 - Automotive Worker	22.14
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.92
05160 - Motor Equipment Metal Worker	22.14
05190 - Motor Vehicle Mechanic	23.92
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.96
05280 - Motor Vehicle Wrecker	22.14
05310 - Painter Automotive	23.11
05340 - Radiator Repair Specialist	22.14
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	23.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.53
07041 - Cook I	17.17
07042 - Cook II	19.24
07070 - Dishwasher	12.71
07130 - Food Service Worker	14.40
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	14.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.32

09040 - Furniture Handler	18.99
09080 - Furniture Refinisher	24.32
09090 - Furniture Refinisher Helper	21.08
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	24.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.24
11060 - Elevator Operator	15.32
11090 - Gardener	19.18
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer Grounds Maintenance	15.70
11240 - Maid or Houseman	12.99
11260 - Pruner	14.53
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.70
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	22.91
12012 - Certified Occupational Therapist Assistant	29.20
12015 - Certified Physical Therapist Assistant	29.96
12020 - Dental Assistant	21.82
12025 - Dental Hygienist	45.60
12030 - EKG Technician	32.26
12035 - Electroneurodiagnostic Technologist	32.26
12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	19.03
12072 - Licensed Practical Nurse II	21.29
12073 - Licensed Practical Nurse III	23.73
12100 - Medical Assistant	19.71
12130 - Medical Laboratory Technician	27.67
12160 - Medical Record Clerk	19.01
12190 - Medical Record Technician	21.27
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	46.77
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	21.22
12236 - Optical Technician	19.03
12250 - Pharmacy Technician	20.71
12280 - Phlebotomist	19.02
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		28.38
12320 - Substance Abuse Treatment Counselor		24.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.89
13012 - Exhibits Specialist II		33.30
13013 - Exhibits Specialist III		40.74
13041 - Illustrator I		26.89
13042 - Illustrator II		33.30
13043 - Illustrator III		40.74
13047 - Librarian		36.88
13050 - Library Aide/Clerk		14.22
13054 - Library Information Technology Systems Administrator		33.30
13058 - Library Technician		20.66
13061 - Media Specialist I		24.03
13062 - Media Specialist II		26.89
13063 - Media Specialist III		29.97
13071 - Photographer I		24.03
13072 - Photographer II		26.89
13073 - Photographer III		33.30
13074 - Photographer IV		40.74
13075 - Photographer V		49.29
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		24.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		30.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.85
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.62

15086 - Maintenance Test Pilot Rotary Wing 46.62
15088 - Non-Maintenance Test/Co-Pilot 46.62
15090 - Technical Instructor 26.41
15095 - Technical Instructor/Course Developer 32.32
15110 - Test Proctor 21.33
15120 - Tutor 21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.13
19040 - Tool And Die Maker 33.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.87
21030 - Material Coordinator 22.02
21040 - Material Expediter 22.02
21050 - Material Handling Laborer 15.85
21071 - Order Filler 14.41
21080 - Production Line Worker (Food Processing) 19.87
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 19.87
21410 - Warehouse Specialist 19.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.54
23019 - Aircraft Logs and Records Technician 30.22
23021 - Aircraft Mechanic I 34.49
23022 - Aircraft Mechanic II 35.54
23023 - Aircraft Mechanic III 36.61
23040 - Aircraft Mechanic Helper 26.75
23050 - Aircraft Painter 33.30
23060 - Aircraft Servicer 30.22
23070 - Aircraft Survival Flight Equipment Technician 33.30
23080 - Aircraft Worker 31.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.49
23110 - Appliance Mechanic 29.13

23120 - Bicycle Repairer	22.09
23125 - Cable Splicer	42.17
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	30.00
23160 - Electrician Maintenance	31.22
23181 - Electronics Technician Maintenance I	29.68
23182 - Electronics Technician Maintenance II	30.98
23183 - Electronics Technician Maintenance III	32.06
23260 - Fabric Worker	26.42
23290 - Fire Alarm System Mechanic	30.15
23310 - Fire Extinguisher Repairer	24.90
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	24.90
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	34.49
23381 - Ground Support Equipment Servicer	30.22
23382 - Ground Support Equipment Worker	31.92
23391 - Gunsmith I	24.90
23392 - Gunsmith II	27.91
23393 - Gunsmith III	30.15
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.06
23430 - Heavy Equipment Mechanic	29.40
23440 - Heavy Equipment Operator	34.49
23460 - Instrument Mechanic	30.64
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	15.85
23510 - Locksmith	29.13
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	23.41
23591 - Metrology Technician I	30.64
23592 - Metrology Technician II	31.63
23593 - Metrology Technician III	32.56
23640 - Millwright	30.50
23710 - Office Appliance Repairer	26.01
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	36.03
23810 - Plumber Maintenance	33.52
23820 - Pneudraulic Systems Mechanic	30.15
23850 - Rigger	30.15
23870 - Scale Mechanic	27.91
23890 - Sheet-Metal Worker Maintenance	32.20
23910 - Small Engine Mechanic	27.91
23931 - Telecommunications Mechanic I	33.24
23932 - Telecommunications Mechanic II	34.32
23950 - Telephone Lineman	30.10
23960 - Welder Combination Maintenance	26.78

23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.15
23980 - Woodworker	24.90
24000 - Personal Needs Occupations	
24550 - Case Manager	18.51
24570 - Child Care Attendant	13.04
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	13.79
24620 - Family Readiness And Support Services Coordinator	18.51
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.97
25040 - Sewage Plant Operator	32.80
25070 - Stationary Engineer	30.97
25190 - Ventilation Equipment Tender	24.05
25210 - Water Treatment Plant Operator	32.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.28
27007 - Baggage Inspector	15.79
27008 - Corrections Officer	34.35
27010 - Court Security Officer	34.70
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	34.35
27070 - Firefighter	34.53
27101 - Guard I	15.79
27102 - Guard II	22.54
27131 - Police Officer I	35.51
27132 - Police Officer II	39.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.58
28042 - Carnival Equipment Repairer	16.58
28043 - Carnival Worker	12.56
28210 - Gate Attendant/Gate Tender	17.95
28310 - Lifeguard	14.50
28350 - Park Attendant (Aide)	19.37
28510 - Recreation Aide/Health Facility Attendant	14.50
28515 - Recreation Specialist	23.56
28630 - Sports Official	15.43
28690 - Swimming Pool Operator	22.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		29.55
30051 - Cryogenic Technician I		28.70
30052 - Cryogenic Technician II		31.70
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		25.91
30210 - Laboratory Technician		27.78
30221 - Latent Fingerprint Technician I		28.70
30222 - Latent Fingerprint Technician II		31.70
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30375 - Petroleum Supply Specialist		31.70
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		31.70
30461 - Technical Writer I		28.77
30462 - Technical Writer II		35.19
30463 - Technical Writer III		42.58
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		34.17
30502 - Weather Forecaster II		41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		18.17
31030 - Bus Driver		23.54
31043 - Driver Courier		17.71
31260 - Parking and Lot Attendant		16.81
31290 - Shuttle Bus Driver		18.85

31310 - Taxi Driver	14.62
31361 - Truckdriver Light	18.85
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	24.87
31364 - Truckdriver Tractor-Trailer	24.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.29
99050 - Desk Clerk	13.32
99095 - Embalmer	28.38
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	17.76
99252 - Laboratory Animal Caretaker II	18.90
99260 - Marketing Analyst	25.19
99310 - Mortician	28.38
99410 - Pest Controller	27.44
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.89
99820 - School Crossing Guard	23.07
99830 - Survey Party Chief	33.32
99831 - Surveying Aide	19.11
99832 - Surveying Technician	26.19
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5524
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: Washington

Area: Washington County of Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		28.39
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		14.11
01042 - Customer Service Representative II		15.87
01043 - Customer Service Representative III		17.32
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		24.95
01070 - Document Preparation Clerk		15.09

01090 - Duplicating Machine Operator	15.09
01111 - General Clerk I	14.73
01112 - General Clerk II	16.07
01113 - General Clerk III	18.04
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	16.08
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	17.91
01262 - Personnel Assistant (Employment) II	20.04
01263 - Personnel Assistant (Employment) III	22.34
01270 - Production Control Clerk	22.02
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	22.29
01410 - Supply Technician	28.39
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.40
01531 - Travel Clerk I	15.04
01532 - Travel Clerk II	16.16
01533 - Travel Clerk III	17.32
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.45
05010 - Automotive Electrician	23.11
05040 - Automotive Glass Installer	22.14
05070 - Automotive Worker	22.14
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.92
05160 - Motor Equipment Metal Worker	22.14
05190 - Motor Vehicle Mechanic	23.92
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.96
05280 - Motor Vehicle Wrecker	22.14
05310 - Painter Automotive	23.11
05340 - Radiator Repair Specialist	22.14
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	23.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.53
07041 - Cook I	17.17
07042 - Cook II	19.24
07070 - Dishwasher	12.71
07130 - Food Service Worker	14.40
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	14.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.32
09040 - Furniture Handler	18.99
09080 - Furniture Refinisher	24.32
09090 - Furniture Refinisher Helper	21.08
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	24.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.24
11060 - Elevator Operator	15.32
11090 - Gardener	19.18
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer Grounds Maintenance	15.70
11240 - Maid or Houseman	12.99
11260 - Pruner	14.53
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.70
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	22.91
12012 - Certified Occupational Therapist Assistant	29.20
12015 - Certified Physical Therapist Assistant	29.96
12020 - Dental Assistant	21.82
12025 - Dental Hygienist	45.60
12030 - EKG Technician	32.26
12035 - Electroneurodiagnostic Technologist	32.26
12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	19.03
12072 - Licensed Practical Nurse II	21.29
12073 - Licensed Practical Nurse III	23.73
12100 - Medical Assistant	19.71
12130 - Medical Laboratory Technician	27.67
12160 - Medical Record Clerk	19.01
12190 - Medical Record Technician	21.27
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	46.77
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.08
12235 - Optical Dispenser	21.22
12236 - Optical Technician	19.03
12250 - Pharmacy Technician	20.71
12280 - Phlebotomist	19.02
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		28.38
12320 - Substance Abuse Treatment Counselor		24.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.89
13012 - Exhibits Specialist II		33.30
13013 - Exhibits Specialist III		40.74
13041 - Illustrator I		26.89
13042 - Illustrator II		33.30
13043 - Illustrator III		40.74
13047 - Librarian		36.88
13050 - Library Aide/Clerk		14.22
13054 - Library Information Technology Systems Administrator		33.30
13058 - Library Technician		20.66
13061 - Media Specialist I		24.03
13062 - Media Specialist II		26.89
13063 - Media Specialist III		29.97
13071 - Photographer I		24.03
13072 - Photographer II		26.89
13073 - Photographer III		33.30
13074 - Photographer IV		40.74
13075 - Photographer V		49.29
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		24.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		30.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.85

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.62
15086 - Maintenance Test Pilot Rotary Wing 46.62
15088 - Non-Maintenance Test/Co-Pilot 46.62
15090 - Technical Instructor 26.41
15095 - Technical Instructor/Course Developer 32.32
15110 - Test Proctor 21.33
15120 - Tutor 21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.13
19040 - Tool And Die Maker 33.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.87
21030 - Material Coordinator 22.02
21040 - Material Expediter 22.02
21050 - Material Handling Laborer 15.85
21071 - Order Filler 14.41
21080 - Production Line Worker (Food Processing) 19.87
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 19.87
21410 - Warehouse Specialist 19.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.54
23019 - Aircraft Logs and Records Technician 30.22
23021 - Aircraft Mechanic I 34.49
23022 - Aircraft Mechanic II 35.54
23023 - Aircraft Mechanic III 36.61
23040 - Aircraft Mechanic Helper 26.75
23050 - Aircraft Painter 33.30
23060 - Aircraft Servicer 30.22
23070 - Aircraft Survival Flight Equipment Technician 33.30
23080 - Aircraft Worker 31.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.49
23110 - Appliance Mechanic 29.13
23120 - Bicycle Repairer 22.09
23125 - Cable Splicer 42.17
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 30.00
23160 - Electrician Maintenance 31.22
23181 - Electronics Technician Maintenance I 29.68
23182 - Electronics Technician Maintenance II 30.98
23183 - Electronics Technician Maintenance III 32.06
23260 - Fabric Worker 26.42
23290 - Fire Alarm System Mechanic 30.15
23310 - Fire Extinguisher Repairer 24.90
23311 - Fuel Distribution System Mechanic 30.15
23312 - Fuel Distribution System Operator 24.90
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 34.49
23381 - Ground Support Equipment Servicer 30.22
23382 - Ground Support Equipment Worker 31.92
23391 - Gunsmith I 24.90
23392 - Gunsmith II 27.91
23393 - Gunsmith III 30.15
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.06
23430 - Heavy Equipment Mechanic 29.40
23440 - Heavy Equipment Operator 34.49
23460 - Instrument Mechanic 30.64
23465 - Laboratory/Shelter Mechanic 29.13
23470 - Laborer 15.85
23510 - Locksmith 29.13
23530 - Machinery Maintenance Mechanic 27.15
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 23.41
23591 - Metrology Technician I 30.64
23592 - Metrology Technician II 31.63
23593 - Metrology Technician III 32.56
23640 - Millwright 30.50
23710 - Office Appliance Repairer 26.01
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 36.03
23810 - Plumber Maintenance 33.52
23820 - Pneudraulic Systems Mechanic 30.15
23850 - Rigger 30.15
23870 - Scale Mechanic 27.91
23890 - Sheet-Metal Worker Maintenance 32.20
23910 - Small Engine Mechanic 27.91
23931 - Telecommunications Mechanic I 33.24

23932 - Telecommunications Mechanic II 34.32
23950 - Telephone Lineman 30.10
23960 - Welder Combination Maintenance 26.78
23965 - Well Driller 32.28
23970 - Woodcraft Worker 30.15
23980 - Woodworker 24.90
24000 - Personal Needs Occupations
24550 - Case Manager 18.51
24570 - Child Care Attendant 13.04
24580 - Child Care Center Clerk 16.26
24610 - Chore Aide 13.79
24620 - Family Readiness And Support Services Coordinator 18.51
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.97
25040 - Sewage Plant Operator 32.80
25070 - Stationary Engineer 30.97
25190 - Ventilation Equipment Tender 24.05
25210 - Water Treatment Plant Operator 32.80
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.28
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 34.35
27010 - Court Security Officer 34.70
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 34.35
27070 - Firefighter 34.53
27101 - Guard I 15.79
27102 - Guard II 22.54
27131 - Police Officer I 35.51
27132 - Police Officer II 39.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.58
28042 - Carnival Equipment Repairer 16.58
28043 - Carnival Worker 12.56
28210 - Gate Attendant/Gate Tender 17.95
28310 - Lifeguard 14.50
28350 - Park Attendant (Aide) 19.37
28510 - Recreation Aide/Health Facility Attendant 14.50
28515 - Recreation Specialist 23.56
28630 - Sports Official 15.43
28690 - Swimming Pool Operator 22.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.78
29020 - Hatch Tender 29.78
29030 - Line Handler 29.78
29041 - Stevedore I 28.19
29042 - Stevedore II 31.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.55
30051 - Cryogenic Technician I 28.70
30052 - Cryogenic Technician II 31.70
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 25.91
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 28.70
30222 - Latent Fingerprint Technician II 31.70
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 41.93
30375 - Petroleum Supply Specialist 31.70
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 31.70
30461 - Technical Writer I 28.77
30462 - Technical Writer II 35.19
30463 - Technical Writer III 42.58
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 18.17
31030 - Bus Driver 23.54

31043 - Driver Courier	17.71
31260 - Parking and Lot Attendant	16.81
31290 - Shuttle Bus Driver	18.85
31310 - Taxi Driver	14.62
31361 - Truckdriver Light	18.85
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	24.87
31364 - Truckdriver Tractor-Trailer	24.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.29
99050 - Desk Clerk	13.32
99095 - Embalmer	28.38
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	17.76
99252 - Laboratory Animal Caretaker II	18.90
99260 - Marketing Analyst	25.19
99310 - Mortician	28.38
99410 - Pest Controller	27.44
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.89
99820 - School Crossing Guard	23.07
99830 - Survey Party Chief	33.32
99831 - Surveying Aide	19.11
99832 - Surveying Technician	26.19
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

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.: 2015-5525
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: Washington

Area: Washington County of Kitsap

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.02
01012 - Accounting Clerk II		19.11
01013 - Accounting Clerk III		21.39
01020 - Administrative Assistant		26.09
01035 - Court Reporter		20.15
01041 - Customer Service Representative I		13.89
01042 - Customer Service Representative II		15.62
01043 - Customer Service Representative III		17.04
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		16.04
01090 - Duplicating Machine Operator		16.04
01111 - General Clerk I		15.29
01112 - General Clerk II		16.68

01113 - General Clerk III	18.73
01120 - Housing Referral Assistant	22.46
01141 - Messenger Courier	13.25
01191 - Order Clerk I	15.84
01192 - Order Clerk II	17.29
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	30.61
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	18.01
01311 - Secretary I	18.01
01312 - Secretary II	20.15
01313 - Secretary III	22.46
01320 - Service Order Dispatcher	18.59
01410 - Supply Technician	26.09
01420 - Survey Worker	20.15
01460 - Switchboard Operator/Receptionist	16.60
01531 - Travel Clerk I	14.71
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.08
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.94
05040 - Automotive Glass Installer	21.98
05070 - Automotive Worker	21.98
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.74
05160 - Motor Equipment Metal Worker	21.98
05190 - Motor Vehicle Mechanic	23.74
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	21.98
05310 - Painter Automotive	22.94
05340 - Radiator Repair Specialist	21.98
05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	23.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.68
07041 - Cook I	16.30
07042 - Cook II	18.27
07070 - Dishwasher	12.67
07130 - Food Service Worker	13.54
07210 - Meat Cutter	22.06
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.12

09040 - Furniture Handler	19.68
09080 - Furniture Refinisher	28.12
09090 - Furniture Refinisher Helper	22.59
09110 - Furniture Repairer Minor	25.50
09130 - Upholsterer	28.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.70
11060 - Elevator Operator	16.27
11090 - Gardener	21.22
11122 - Housekeeping Aide	16.27
11150 - Janitor	16.27
11210 - Laborer Grounds Maintenance	17.37
11240 - Maid or Houseman	12.93
11260 - Pruner	16.07
11270 - Tractor Operator	19.94
11330 - Trail Maintenance Worker	17.37
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	30.75
12011 - Breath Alcohol Technician	29.83
12012 - Certified Occupational Therapist Assistant	33.54
12015 - Certified Physical Therapist Assistant	30.15
12020 - Dental Assistant	20.40
12025 - Dental Hygienist	50.37
12030 - EKG Technician	37.05
12035 - Electroneurodiagnostic Technologist	37.05
12040 - Emergency Medical Technician	30.75
12071 - Licensed Practical Nurse I	21.86
12072 - Licensed Practical Nurse II	24.46
12073 - Licensed Practical Nurse III	27.26
12100 - Medical Assistant	20.12
12130 - Medical Laboratory Technician	21.75
12160 - Medical Record Clerk	18.21
12190 - Medical Record Technician	20.37
12195 - Medical Transcriptionist	21.86
12210 - Nuclear Medicine Technologist	53.73
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.02
12224 - Nursing Assistant IV	16.86
12235 - Optical Dispenser	22.45
12236 - Optical Technician	20.98
12250 - Pharmacy Technician	21.62
12280 - Phlebotomist	21.03
12305 - Radiologic Technologist	34.49
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		36.97
12320 - Substance Abuse Treatment Counselor		23.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.50
13012 - Exhibits Specialist II		30.34
13013 - Exhibits Specialist III		37.12
13041 - Illustrator I		24.50
13042 - Illustrator II		30.34
13043 - Illustrator III		37.12
13047 - Librarian		33.60
13050 - Library Aide/Clerk		17.41
13054 - Library Information Technology Systems Administrator		30.34
13058 - Library Technician		22.85
13061 - Media Specialist I		21.89
13062 - Media Specialist II		24.50
13063 - Media Specialist III		27.31
13071 - Photographer I		21.89
13072 - Photographer II		24.50
13073 - Photographer III		30.34
13074 - Photographer IV		37.12
13075 - Photographer V		44.91
13090 - Technical Order Library Clerk		21.86
13110 - Video Teleconference Technician		21.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.31
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.47
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		19.71
14160 - Personal Computer Support Technician		27.31
14170 - System Support Specialist		30.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.47
15020 - Aircrew Training Devices Instructor (Rated)		39.28
15030 - Air Crew Training Devices Instructor (Pilot)		47.08
15050 - Computer Based Training Specialist / Instructor		32.47
15060 - Educational Technologist		30.59
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		31.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.08

15086 - Maintenance Test Pilot Rotary Wing 47.08
15088 - Non-Maintenance Test/Co-Pilot 47.08
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 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.12
19040 - Tool And Die Maker 31.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.56
21030 - Material Coordinator 30.61
21040 - Material Expediter 30.61
21050 - Material Handling Laborer 15.41
21071 - Order Filler 16.09
21080 - Production Line Worker (Food Processing) 25.56
21110 - Shipping Packer 23.59
21130 - Shipping/Receiving Clerk 23.59
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 25.56
21410 - Warehouse Specialist 25.56
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.04
23019 - Aircraft Logs and Records Technician 25.50
23021 - Aircraft Mechanic I 29.10
23022 - Aircraft Mechanic II 30.04
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 28.12
23060 - Aircraft Servicer 25.50
23070 - Aircraft Survival Flight Equipment Technician 28.12
23080 - Aircraft Worker 26.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.10
23110 - Appliance Mechanic 28.12

23120 - Bicycle Repairer	23.52
23125 - Cable Splicer	32.09
23130 - Carpenter Maintenance	29.07
23140 - Carpet Layer	25.07
23160 - Electrician Maintenance	27.54
23181 - Electronics Technician Maintenance I	30.67
23182 - Electronics Technician Maintenance II	32.01
23183 - Electronics Technician Maintenance III	33.13
23260 - Fabric Worker	25.50
23290 - Fire Alarm System Mechanic	29.10
23310 - Fire Extinguisher Repairer	24.03
23311 - Fuel Distribution System Mechanic	29.10
23312 - Fuel Distribution System Operator	24.03
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	26.94
23391 - Gunsmith I	24.03
23392 - Gunsmith II	26.94
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	28.60
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	28.12
23470 - Laborer	14.79
23510 - Locksmith	28.12
23530 - Machinery Maintenance Mechanic	33.74
23550 - Machinist Maintenance	29.33
23580 - Maintenance Trades Helper	21.62
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	29.10
23710 - Office Appliance Repairer	28.12
23760 - Painter Maintenance	26.05
23790 - Pipefitter Maintenance	29.77
23810 - Plumber Maintenance	28.44
23820 - Pneudraulic Systems Mechanic	29.10
23850 - Rigger	27.53
23870 - Scale Mechanic	26.94
23890 - Sheet-Metal Worker Maintenance	29.27
23910 - Small Engine Mechanic	26.94
23931 - Telecommunications Mechanic I	32.09
23932 - Telecommunications Mechanic II	33.13
23950 - Telephone Lineman	29.10
23960 - Welder Combination Maintenance	27.54

23965 - Well Driller	30.23
23970 - Woodcraft Worker	29.10
23980 - Woodworker	24.03
24000 - Personal Needs Occupations	
24550 - Case Manager	19.61
24570 - Child Care Attendant	13.52
24580 - Child Care Center Clerk	16.85
24610 - Chore Aide	14.32
24620 - Family Readiness And Support Services Coordinator	19.61
24630 - Homemaker	19.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.10
25040 - Sewage Plant Operator	31.53
25070 - Stationary Engineer	29.10
25190 - Ventilation Equipment Tender	22.59
25210 - Water Treatment Plant Operator	31.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.37
27007 - Baggage Inspector	18.27
27008 - Corrections Officer	35.15
27010 - Court Security Officer	35.60
27030 - Detection Dog Handler	24.79
27040 - Detention Officer	35.15
27070 - Firefighter	35.15
27101 - Guard I	18.27
27102 - Guard II	24.79
27131 - Police Officer I	35.60
27132 - Police Officer II	39.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.50
28042 - Carnival Equipment Repairer	16.50
28043 - Carnival Worker	12.50
28210 - Gate Attendant/Gate Tender	17.92
28310 - Lifeguard	15.41
28350 - Park Attendant (Aide)	19.49
28510 - Recreation Aide/Health Facility Attendant	14.50
28515 - Recreation Specialist	24.15
28630 - Sports Official	15.52
28690 - Swimming Pool Operator	21.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.39
29020 - Hatch Tender	29.39
29030 - Line Handler	29.39
29041 - Stevedore I	28.19
29042 - Stevedore II	30.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		33.52
30051 - Cryogenic Technician I		27.67
30052 - Cryogenic Technician II		30.57
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		24.99
30210 - Laboratory Technician		27.78
30221 - Latent Fingerprint Technician I		27.67
30222 - Latent Fingerprint Technician II		30.57
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		27.57
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		40.80
30375 - Petroleum Supply Specialist		30.57
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		30.57
30461 - Technical Writer I		26.75
30462 - Technical Writer II		32.71
30463 - Technical Writer III		39.58
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		27.67
30502 - Weather Forecaster II		33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		18.76
31030 - Bus Driver		24.30
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		14.89
31290 - Shuttle Bus Driver		18.43

31310 - Taxi Driver	19.04
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	24.19
31364 - Truckdriver Tractor-Trailer	24.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.80
99050 - Desk Clerk	13.72
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.70
99252 - Laboratory Animal Caretaker II	16.70
99260 - Marketing Analyst	29.48
99310 - Mortician	27.77
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.87
99820 - School Crossing Guard	19.60
99830 - Survey Party Chief	37.79
99831 - Surveying Aide	17.90
99832 - Surveying Technician	27.02
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5526
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: Washington

Area: Washington County of Kitsap

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.02
01012 - Accounting Clerk II		19.11
01013 - Accounting Clerk III		21.39
01020 - Administrative Assistant		26.09
01035 - Court Reporter		20.15
01041 - Customer Service Representative I		13.89
01042 - Customer Service Representative II		15.62
01043 - Customer Service Representative III		17.04
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		16.04

01090 - Duplicating Machine Operator	16.04
01111 - General Clerk I	15.29
01112 - General Clerk II	16.68
01113 - General Clerk III	18.73
01120 - Housing Referral Assistant	22.46
01141 - Messenger Courier	13.25
01191 - Order Clerk I	15.84
01192 - Order Clerk II	17.29
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	30.61
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	18.01
01311 - Secretary I	18.01
01312 - Secretary II	20.15
01313 - Secretary III	22.46
01320 - Service Order Dispatcher	18.59
01410 - Supply Technician	26.09
01420 - Survey Worker	20.15
01460 - Switchboard Operator/Receptionist	16.60
01531 - Travel Clerk I	14.71
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.08
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.94
05040 - Automotive Glass Installer	21.98
05070 - Automotive Worker	21.98
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.74
05160 - Motor Equipment Metal Worker	21.98
05190 - Motor Vehicle Mechanic	23.74
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	21.98
05310 - Painter Automotive	22.94
05340 - Radiator Repair Specialist	21.98
05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	23.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.68
07041 - Cook I	16.30
07042 - Cook II	18.27
07070 - Dishwasher	12.67
07130 - Food Service Worker	13.54
07210 - Meat Cutter	22.06

07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.12
09040 - Furniture Handler	19.68
09080 - Furniture Refinisher	28.12
09090 - Furniture Refinisher Helper	22.59
09110 - Furniture Repairer Minor	25.50
09130 - Upholsterer	28.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.70
11060 - Elevator Operator	16.27
11090 - Gardener	21.22
11122 - Housekeeping Aide	16.27
11150 - Janitor	16.27
11210 - Laborer Grounds Maintenance	17.37
11240 - Maid or Houseman	12.93
11260 - Pruner	16.07
11270 - Tractor Operator	19.94
11330 - Trail Maintenance Worker	17.37
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	30.75
12011 - Breath Alcohol Technician	29.83
12012 - Certified Occupational Therapist Assistant	33.54
12015 - Certified Physical Therapist Assistant	30.15
12020 - Dental Assistant	20.40
12025 - Dental Hygienist	50.37
12030 - EKG Technician	37.05
12035 - Electroneurodiagnostic Technologist	37.05
12040 - Emergency Medical Technician	30.75
12071 - Licensed Practical Nurse I	21.86
12072 - Licensed Practical Nurse II	24.46
12073 - Licensed Practical Nurse III	27.26
12100 - Medical Assistant	20.12
12130 - Medical Laboratory Technician	21.75
12160 - Medical Record Clerk	18.21
12190 - Medical Record Technician	20.37
12195 - Medical Transcriptionist	21.86
12210 - Nuclear Medicine Technologist	53.73
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.02
12224 - Nursing Assistant IV	16.86
12235 - Optical Dispenser	22.45
12236 - Optical Technician	20.98
12250 - Pharmacy Technician	21.62
12280 - Phlebotomist	21.03
12305 - Radiologic Technologist	34.49
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		36.97
12320 - Substance Abuse Treatment Counselor		23.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.50
13012 - Exhibits Specialist II		30.34
13013 - Exhibits Specialist III		37.12
13041 - Illustrator I		24.50
13042 - Illustrator II		30.34
13043 - Illustrator III		37.12
13047 - Librarian		33.60
13050 - Library Aide/Clerk		17.41
13054 - Library Information Technology Systems Administrator		30.34
13058 - Library Technician		22.85
13061 - Media Specialist I		21.89
13062 - Media Specialist II		24.50
13063 - Media Specialist III		27.31
13071 - Photographer I		21.89
13072 - Photographer II		24.50
13073 - Photographer III		30.34
13074 - Photographer IV		37.12
13075 - Photographer V		44.91
13090 - Technical Order Library Clerk		21.86
13110 - Video Teleconference Technician		21.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.31
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.47
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		19.71
14160 - Personal Computer Support Technician		27.31
14170 - System Support Specialist		30.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.47
15020 - Aircrew Training Devices Instructor (Rated)		39.28
15030 - Air Crew Training Devices Instructor (Pilot)		47.08
15050 - Computer Based Training Specialist / Instructor		32.47
15060 - Educational Technologist		30.59

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 31.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.08
15086 - Maintenance Test Pilot Rotary Wing 47.08
15088 - Non-Maintenance Test/Co-Pilot 47.08
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 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.12
19040 - Tool And Die Maker 31.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.56
21030 - Material Coordinator 30.61
21040 - Material Expediter 30.61
21050 - Material Handling Laborer 15.41
21071 - Order Filler 16.09
21080 - Production Line Worker (Food Processing) 25.56
21110 - Shipping Packer 23.59
21130 - Shipping/Receiving Clerk 23.59
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 25.56
21410 - Warehouse Specialist 25.56
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.04
23019 - Aircraft Logs and Records Technician 25.50
23021 - Aircraft Mechanic I 29.10
23022 - Aircraft Mechanic II 30.04
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 28.12
23060 - Aircraft Servicer 25.50
23070 - Aircraft Survival Flight Equipment Technician 28.12
23080 - Aircraft Worker 26.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.10
23110 - Appliance Mechanic 28.12
23120 - Bicycle Repairer 23.52
23125 - Cable Splicer 32.09
23130 - Carpenter Maintenance 29.07
23140 - Carpet Layer 25.07
23160 - Electrician Maintenance 27.54
23181 - Electronics Technician Maintenance I 30.67
23182 - Electronics Technician Maintenance II 32.01
23183 - Electronics Technician Maintenance III 33.13
23260 - Fabric Worker 25.50
23290 - Fire Alarm System Mechanic 29.10
23310 - Fire Extinguisher Repairer 24.03
23311 - Fuel Distribution System Mechanic 29.10
23312 - Fuel Distribution System Operator 24.03
23370 - General Maintenance Worker 22.65
23380 - Ground Support Equipment Mechanic 29.10
23381 - Ground Support Equipment Servicer 25.50
23382 - Ground Support Equipment Worker 26.94
23391 - Gunsmith I 24.03
23392 - Gunsmith II 26.94
23393 - Gunsmith III 29.10
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.31
23430 - Heavy Equipment Mechanic 28.60
23440 - Heavy Equipment Operator 30.93
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 28.12
23470 - Laborer 14.79
23510 - Locksmith 28.12
23530 - Machinery Maintenance Mechanic 33.74
23550 - Machinist Maintenance 29.33
23580 - Maintenance Trades Helper 21.62
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.22
23593 - Metrology Technician III 31.11
23640 - Millwright 29.10
23710 - Office Appliance Repairer 28.12
23760 - Painter Maintenance 26.05
23790 - Pipefitter Maintenance 29.77
23810 - Plumber Maintenance 28.44
23820 - Pneudraulic Systems Mechanic 29.10
23850 - Rigger 27.53
23870 - Scale Mechanic 26.94
23890 - Sheet-Metal Worker Maintenance 29.27
23910 - Small Engine Mechanic 26.94
23931 - Telecommunications Mechanic I 32.09

23932 - Telecommunications Mechanic II 33.13
23950 - Telephone Lineman 29.10
23960 - Welder Combination Maintenance 27.54
23965 - Well Driller 30.23
23970 - Woodcraft Worker 29.10
23980 - Woodworker 24.03
24000 - Personal Needs Occupations
24550 - Case Manager 19.61
24570 - Child Care Attendant 13.52
24580 - Child Care Center Clerk 16.85
24610 - Chore Aide 14.32
24620 - Family Readiness And Support Services Coordinator 19.61
24630 - Homemaker 19.61
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.10
25040 - Sewage Plant Operator 31.53
25070 - Stationary Engineer 29.10
25190 - Ventilation Equipment Tender 22.59
25210 - Water Treatment Plant Operator 31.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.37
27007 - Baggage Inspector 18.27
27008 - Corrections Officer 35.15
27010 - Court Security Officer 35.60
27030 - Detection Dog Handler 24.79
27040 - Detention Officer 35.15
27070 - Firefighter 35.15
27101 - Guard I 18.27
27102 - Guard II 24.79
27131 - Police Officer I 35.60
27132 - Police Officer II 39.56
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.50
28042 - Carnival Equipment Repairer 16.50
28043 - Carnival Worker 12.50
28210 - Gate Attendant/Gate Tender 17.92
28310 - Lifeguard 15.41
28350 - Park Attendant (Aide) 19.49
28510 - Recreation Aide/Health Facility Attendant 14.50
28515 - Recreation Specialist 24.15
28630 - Sports Official 15.52
28690 - Swimming Pool Operator 21.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.39
29020 - Hatch Tender 29.39
29030 - Line Handler 29.39
29041 - Stevedore I 28.19
29042 - Stevedore II 30.65
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 33.52
30051 - Cryogenic Technician I 27.67
30052 - Cryogenic Technician II 30.57
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.27
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 24.99
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 27.67
30222 - Latent Fingerprint Technician II 30.57
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.25
30362 - Paralegal/Legal Assistant II 27.57
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 40.80
30375 - Petroleum Supply Specialist 30.57
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 30.57
30461 - Technical Writer I 26.75
30462 - Technical Writer II 32.71
30463 - Technical Writer III 39.58
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 27.67
30502 - Weather Forecaster II 33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 25.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 18.76
31030 - Bus Driver 24.30

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	14.89
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	19.04
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	24.19
31364 - Truckdriver Tractor-Trailer	24.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.80
99050 - Desk Clerk	13.72
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.70
99252 - Laboratory Animal Caretaker II	16.70
99260 - Marketing Analyst	29.48
99310 - Mortician	27.77
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.87
99820 - School Crossing Guard	19.60
99830 - Survey Party Chief	37.79
99831 - Surveying Aide	17.90
99832 - Surveying Technician	27.02
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

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.: 2015-5527
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: Washington

Area: Washington Counties of Benton Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.65
01012 - Accounting Clerk II		18.69
01013 - Accounting Clerk III		20.91
01020 - Administrative Assistant		29.68
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		15.39
01042 - Customer Service Representative II		17.30
01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		17.46
01052 - Data Entry Operator II		19.05
01060 - Dispatcher Motor Vehicle		22.72
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		13.69
01112 - General Clerk II		14.94

01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	14.91
01191 - Order Clerk I	15.31
01192 - Order Clerk II	16.70
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.24
01263 - Personnel Assistant (Employment) III	22.56
01270 - Production Control Clerk	31.09
01290 - Rental Clerk	15.17
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.56
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	20.38
01410 - Supply Technician	29.68
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	15.57
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.49
05010 - Automotive Electrician	22.33
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.86
05110 - Mobile Equipment Servicer	17.88
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	20.86
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	19.38
05280 - Motor Vehicle Wrecker	20.86
05310 - Painter Automotive	22.33
05340 - Radiator Repair Specialist	20.86
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	16.37
07042 - Cook II	19.10
07070 - Dishwasher	12.41
07130 - Food Service Worker	13.65
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	13.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.34

09040 - Furniture Handler	17.81
09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	21.97
09110 - Furniture Repairer Minor	25.99
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.77
11060 - Elevator Operator	16.03
11090 - Gardener	20.30
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.09
11240 - Maid or Houseman	12.71
11260 - Pruner	13.59
11270 - Tractor Operator	18.61
11330 - Trail Maintenance Worker	15.09
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	23.80
12011 - Breath Alcohol Technician	24.74
12012 - Certified Occupational Therapist Assistant	33.94
12015 - Certified Physical Therapist Assistant	30.63
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	34.97
12035 - Electroneurodiagnostic Technologist	34.97
12040 - Emergency Medical Technician	23.80
12071 - Licensed Practical Nurse I	22.11
12072 - Licensed Practical Nurse II	24.74
12073 - Licensed Practical Nurse III	27.58
12100 - Medical Assistant	17.69
12130 - Medical Laboratory Technician	23.16
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	20.31
12195 - Medical Transcriptionist	21.67
12210 - Nuclear Medicine Technologist	54.36
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.06
12236 - Optical Technician	22.11
12250 - Pharmacy Technician	21.68
12280 - Phlebotomist	18.31
12305 - Radiologic Technologist	33.22
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III Anesthetist	43.68

12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		30.64
12320 - Substance Abuse Treatment Counselor		18.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.32
13012 - Exhibits Specialist II		33.84
13013 - Exhibits Specialist III		41.40
13041 - Illustrator I		27.32
13042 - Illustrator II		33.84
13043 - Illustrator III		41.40
13047 - Librarian		37.48
13050 - Library Aide/Clerk		21.19
13054 - Library Information Technology Systems Administrator		33.84
13058 - Library Technician		27.32
13061 - Media Specialist I		24.42
13062 - Media Specialist II		27.32
13063 - Media Specialist III		30.46
13071 - Photographer I		24.42
13072 - Photographer II		27.32
13073 - Photographer III		33.84
13074 - Photographer IV		41.40
13075 - Photographer V		50.09
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		24.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
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		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		33.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.26
15020 - Aircrew Training Devices Instructor (Rated)		37.82
15030 - Air Crew Training Devices Instructor (Pilot)		45.33
15050 - Computer Based Training Specialist / Instructor		31.26
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		45.33
15080 - Graphic Artist		23.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.33

15086 - Maintenance Test Pilot Rotary Wing 45.33
15088 - Non-Maintenance Test/Co-Pilot 45.33
15090 - Technical Instructor 32.14
15095 - Technical Instructor/Course Developer 39.33
15110 - Test Proctor 25.96
15120 - Tutor 25.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.32
19040 - Tool And Die Maker 38.11
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.45
21030 - Material Coordinator 31.09
21040 - Material Expediter 31.09
21050 - Material Handling Laborer 14.77
21071 - Order Filler 14.07
21080 - Production Line Worker (Food Processing) 18.45
21110 - Shipping Packer 17.25
21130 - Shipping/Receiving Clerk 17.25
21140 - Store Worker I 13.75
21150 - Stock Clerk 17.78
21210 - Tools And Parts Attendant 18.45
21410 - Warehouse Specialist 18.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.05
23019 - Aircraft Logs and Records Technician 26.31
23021 - Aircraft Mechanic I 32.35
23022 - Aircraft Mechanic II 34.05
23023 - Aircraft Mechanic III 36.06
23040 - Aircraft Mechanic Helper 22.25
23050 - Aircraft Painter 30.32
23060 - Aircraft Servicer 26.31
23070 - Aircraft Survival Flight Equipment Technician 30.32
23080 - Aircraft Worker 28.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.35
23110 - Appliance Mechanic 30.32

23120 - Bicycle Repairer	23.25
23125 - Cable Splicer	43.10
23130 - Carpenter Maintenance	23.92
23140 - Carpet Layer	21.40
23160 - Electrician Maintenance	40.98
23181 - Electronics Technician Maintenance I	33.15
23182 - Electronics Technician Maintenance II	35.50
23183 - Electronics Technician Maintenance III	37.87
23260 - Fabric Worker	26.31
23290 - Fire Alarm System Mechanic	32.35
23310 - Fire Extinguisher Repairer	24.27
23311 - Fuel Distribution System Mechanic	32.35
23312 - Fuel Distribution System Operator	24.27
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	32.35
23381 - Ground Support Equipment Servicer	26.31
23382 - Ground Support Equipment Worker	28.32
23391 - Gunsmith I	24.27
23392 - Gunsmith II	28.32
23393 - Gunsmith III	32.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.47
23430 - Heavy Equipment Mechanic	26.80
23440 - Heavy Equipment Operator	28.58
23460 - Instrument Mechanic	41.99
23465 - Laboratory/Shelter Mechanic	30.32
23470 - Laborer	14.77
23510 - Locksmith	29.95
23530 - Machinery Maintenance Mechanic	27.22
23550 - Machinist Maintenance	27.85
23580 - Maintenance Trades Helper	21.97
23591 - Metrology Technician I	41.99
23592 - Metrology Technician II	44.20
23593 - Metrology Technician III	46.81
23640 - Millwright	40.89
23710 - Office Appliance Repairer	22.32
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	39.82
23810 - Plumber Maintenance	37.32
23820 - Pneudraulic Systems Mechanic	32.35
23850 - Rigger	32.35
23870 - Scale Mechanic	28.32
23890 - Sheet-Metal Worker Maintenance	34.57
23910 - Small Engine Mechanic	28.32
23931 - Telecommunications Mechanic I	32.60
23932 - Telecommunications Mechanic II	34.31
23950 - Telephone Lineman	35.05
23960 - Welder Combination Maintenance	26.86

23965 - Well Driller	32.35
23970 - Woodcraft Worker	32.35
23980 - Woodworker	24.27
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	15.89
24610 - Chore Aide	14.04
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.51
25040 - Sewage Plant Operator	32.75
25070 - Stationary Engineer	36.51
25190 - Ventilation Equipment Tender	25.12
25210 - Water Treatment Plant Operator	32.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	19.07
27008 - Corrections Officer	27.08
27010 - Court Security Officer	31.10
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	27.08
27070 - Firefighter	35.08
27101 - Guard I	19.07
27102 - Guard II	22.01
27131 - Police Officer I	37.84
27132 - Police Officer II	42.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.36
28042 - Carnival Equipment Repairer	18.94
28043 - Carnival Worker	13.07
28210 - Gate Attendant/Gate Tender	16.59
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	18.57
28510 - Recreation Aide/Health Facility Attendant	13.55
28515 - Recreation Specialist	22.99
28630 - Sports Official	14.78
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.65
29020 - Hatch Tender	33.65
29030 - Line Handler	33.65
29041 - Stevedore I	31.24
29042 - Stevedore II	36.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 20.44
30022 - Archeological Technician II 22.87
30023 - Archeological Technician III 28.33
30030 - Cartographic Technician 28.33
30040 - Civil Engineering Technician 30.98
30051 - Cryogenic Technician I 31.38
30052 - Cryogenic Technician II 34.65
30061 - Drafter/CAD Operator I 20.44
30062 - Drafter/CAD Operator II 22.87
30063 - Drafter/CAD Operator III 25.49
30064 - Drafter/CAD Operator IV 31.38
30081 - Engineering Technician I 18.20
30082 - Engineering Technician II 20.44
30083 - Engineering Technician III 22.87
30084 - Engineering Technician IV 28.33
30085 - Engineering Technician V 34.65
30086 - Engineering Technician VI 41.92
30090 - Environmental Technician 33.59
30095 - Evidence Control Specialist 28.33
30210 - Laboratory Technician 34.99
30221 - Latent Fingerprint Technician I 31.38
30222 - Latent Fingerprint Technician II 34.65
30240 - Mathematical Technician 28.33
30361 - Paralegal/Legal Assistant I 18.71
30362 - Paralegal/Legal Assistant II 23.17
30363 - Paralegal/Legal Assistant III 28.35
30364 - Paralegal/Legal Assistant IV 34.30
30375 - Petroleum Supply Specialist 34.65
30390 - Photo-Optics Technician 28.33
30395 - Radiation Control Technician 34.65
30461 - Technical Writer I 29.57
30462 - Technical Writer II 36.18
30463 - Technical Writer III 43.77
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.38
30502 - Weather Forecaster II 38.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.49
30621 - Weather Observer Senior (see 2) 28.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.19
31030 - Bus Driver 22.15
31043 - Driver Courier 17.73
31260 - Parking and Lot Attendant 13.99
31290 - Shuttle Bus Driver 19.34

31310 - Taxi Driver	17.40
31361 - Truckdriver Light	19.34
31362 - Truckdriver Medium	20.97
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.75
99050 - Desk Clerk	13.09
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.79
99260 - Marketing Analyst	25.70
99310 - Mortician	25.35
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	26.14
99711 - Recycling Specialist	31.92
99730 - Refuse Collector	23.33
99810 - Sales Clerk	13.20
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.96
99842 - Vending Machine Repairer Helper	19.61

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 5 years 4 weeks after 10 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.: 2015-5528
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: Washington

Area: Washington Counties of Benton Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.65
01012 - Accounting Clerk II		18.69
01013 - Accounting Clerk III		20.91
01020 - Administrative Assistant		29.68
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		15.39
01042 - Customer Service Representative II		17.30
01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		17.46
01052 - Data Entry Operator II		19.05
01060 - Dispatcher Motor Vehicle		22.72
01070 - Document Preparation Clerk		14.78

01090 - Duplicating Machine Operator	14.78
01111 - General Clerk I	13.69
01112 - General Clerk II	14.94
01113 - General Clerk III	16.77
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	14.91
01191 - Order Clerk I	15.31
01192 - Order Clerk II	16.70
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.24
01263 - Personnel Assistant (Employment) III	22.56
01270 - Production Control Clerk	31.09
01290 - Rental Clerk	15.17
01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.56
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	20.38
01410 - Supply Technician	29.68
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	15.57
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.49
05010 - Automotive Electrician	22.33
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.86
05110 - Mobile Equipment Servicer	17.88
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	20.86
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	19.38
05280 - Motor Vehicle Wrecker	20.86
05310 - Painter Automotive	22.33
05340 - Radiator Repair Specialist	20.86
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	16.37
07042 - Cook II	19.10
07070 - Dishwasher	12.41
07130 - Food Service Worker	13.65
07210 - Meat Cutter	17.51

07260 - Waiter/Waitress	13.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.34
09040 - Furniture Handler	17.81
09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	21.97
09110 - Furniture Repairer Minor	25.99
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.77
11060 - Elevator Operator	16.03
11090 - Gardener	20.30
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.09
11240 - Maid or Houseman	12.71
11260 - Pruner	13.59
11270 - Tractor Operator	18.61
11330 - Trail Maintenance Worker	15.09
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	23.80
12011 - Breath Alcohol Technician	24.74
12012 - Certified Occupational Therapist Assistant	33.94
12015 - Certified Physical Therapist Assistant	30.63
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	34.97
12035 - Electroneurodiagnostic Technologist	34.97
12040 - Emergency Medical Technician	23.80
12071 - Licensed Practical Nurse I	22.11
12072 - Licensed Practical Nurse II	24.74
12073 - Licensed Practical Nurse III	27.58
12100 - Medical Assistant	17.69
12130 - Medical Laboratory Technician	23.16
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	20.31
12195 - Medical Transcriptionist	21.67
12210 - Nuclear Medicine Technologist	54.36
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.06
12236 - Optical Technician	22.11
12250 - Pharmacy Technician	21.68
12280 - Phlebotomist	18.31
12305 - Radiologic Technologist	33.22
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10

12313 - Registered Nurse II Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		30.64
12320 - Substance Abuse Treatment Counselor		18.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.32
13012 - Exhibits Specialist II		33.84
13013 - Exhibits Specialist III		41.40
13041 - Illustrator I		27.32
13042 - Illustrator II		33.84
13043 - Illustrator III		41.40
13047 - Librarian		37.48
13050 - Library Aide/Clerk		21.19
13054 - Library Information Technology Systems Administrator		33.84
13058 - Library Technician		27.32
13061 - Media Specialist I		24.42
13062 - Media Specialist II		27.32
13063 - Media Specialist III		30.46
13071 - Photographer I		24.42
13072 - Photographer II		27.32
13073 - Photographer III		33.84
13074 - Photographer IV		41.40
13075 - Photographer V		50.09
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		24.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
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		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		33.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.26
15020 - Aircrew Training Devices Instructor (Rated)		37.82
15030 - Air Crew Training Devices Instructor (Pilot)		45.33
15050 - Computer Based Training Specialist / Instructor		31.26
15060 - Educational Technologist		37.11

15070 - Flight Instructor (Pilot) 45.33
15080 - Graphic Artist 23.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.33
15086 - Maintenance Test Pilot Rotary Wing 45.33
15088 - Non-Maintenance Test/Co-Pilot 45.33
15090 - Technical Instructor 32.14
15095 - Technical Instructor/Course Developer 39.33
15110 - Test Proctor 25.96
15120 - Tutor 25.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.32
19040 - Tool And Die Maker 38.11
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.45
21030 - Material Coordinator 31.09
21040 - Material Expediter 31.09
21050 - Material Handling Laborer 14.77
21071 - Order Filler 14.07
21080 - Production Line Worker (Food Processing) 18.45
21110 - Shipping Packer 17.25
21130 - Shipping/Receiving Clerk 17.25
21140 - Store Worker I 13.75
21150 - Stock Clerk 17.78
21210 - Tools And Parts Attendant 18.45
21410 - Warehouse Specialist 18.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.05
23019 - Aircraft Logs and Records Technician 26.31
23021 - Aircraft Mechanic I 32.35
23022 - Aircraft Mechanic II 34.05
23023 - Aircraft Mechanic III 36.06
23040 - Aircraft Mechanic Helper 22.25
23050 - Aircraft Painter 30.32
23060 - Aircraft Servicer 26.31
23070 - Aircraft Survival Flight Equipment Technician 30.32
23080 - Aircraft Worker 28.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.32

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.35
II
23110 - Appliance Mechanic 30.32
23120 - Bicycle Repairer 23.25
23125 - Cable Splicer 43.10
23130 - Carpenter Maintenance 23.92
23140 - Carpet Layer 21.40
23160 - Electrician Maintenance 40.98
23181 - Electronics Technician Maintenance I 33.15
23182 - Electronics Technician Maintenance II 35.50
23183 - Electronics Technician Maintenance III 37.87
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 32.35
23310 - Fire Extinguisher Repairer 24.27
23311 - Fuel Distribution System Mechanic 32.35
23312 - Fuel Distribution System Operator 24.27
23370 - General Maintenance Worker 20.78
23380 - Ground Support Equipment Mechanic 32.35
23381 - Ground Support Equipment Servicer 26.31
23382 - Ground Support Equipment Worker 28.32
23391 - Gunsmith I 24.27
23392 - Gunsmith II 28.32
23393 - Gunsmith III 32.35
23410 - Heating Ventilation And Air-Conditioning 26.10
Mechanic
23411 - Heating Ventilation And Air Contidioning 27.47
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.80
23440 - Heavy Equipment Operator 28.58
23460 - Instrument Mechanic 41.99
23465 - Laboratory/Shelter Mechanic 30.32
23470 - Laborer 14.77
23510 - Locksmith 29.95
23530 - Machinery Maintenance Mechanic 27.22
23550 - Machinist Maintenance 27.85
23580 - Maintenance Trades Helper 21.97
23591 - Metrology Technician I 41.99
23592 - Metrology Technician II 44.20
23593 - Metrology Technician III 46.81
23640 - Millwright 40.89
23710 - Office Appliance Repairer 22.32
23760 - Painter Maintenance 19.88
23790 - Pipefitter Maintenance 39.82
23810 - Plumber Maintenance 37.32
23820 - Pneudraulic Systems Mechanic 32.35
23850 - Rigger 32.35
23870 - Scale Mechanic 28.32
23890 - Sheet-Metal Worker Maintenance 34.57
23910 - Small Engine Mechanic 28.32
23931 - Telecommunications Mechanic I 32.60

23932 - Telecommunications Mechanic II 34.31
23950 - Telephone Lineman 35.05
23960 - Welder Combination Maintenance 26.86
23965 - Well Driller 32.35
23970 - Woodcraft Worker 32.35
23980 - Woodworker 24.27
24000 - Personal Needs Occupations
24550 - Case Manager 17.89
24570 - Child Care Attendant 12.74
24580 - Child Care Center Clerk 15.89
24610 - Chore Aide 14.04
24620 - Family Readiness And Support Services Coordinator 17.89
24630 - Homemaker 17.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.51
25040 - Sewage Plant Operator 32.75
25070 - Stationary Engineer 36.51
25190 - Ventilation Equipment Tender 25.12
25210 - Water Treatment Plant Operator 32.75
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.63
27007 - Baggage Inspector 19.07
27008 - Corrections Officer 27.08
27010 - Court Security Officer 31.10
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 27.08
27070 - Firefighter 35.08
27101 - Guard I 19.07
27102 - Guard II 22.01
27131 - Police Officer I 37.84
27132 - Police Officer II 42.04
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.36
28042 - Carnival Equipment Repairer 18.94
28043 - Carnival Worker 13.07
28210 - Gate Attendant/Gate Tender 16.59
28310 - Lifeguard 12.53
28350 - Park Attendant (Aide) 18.57
28510 - Recreation Aide/Health Facility Attendant 13.55
28515 - Recreation Specialist 22.99
28630 - Sports Official 14.78
28690 - Swimming Pool Operator 22.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.65
29020 - Hatch Tender 33.65
29030 - Line Handler 33.65
29041 - Stevedore I 31.24
29042 - Stevedore II 36.04
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.44
30022 - Archeological Technician II 22.87
30023 - Archeological Technician III 28.33
30030 - Cartographic Technician 28.33
30040 - Civil Engineering Technician 30.98
30051 - Cryogenic Technician I 31.38
30052 - Cryogenic Technician II 34.65
30061 - Drafter/CAD Operator I 20.44
30062 - Drafter/CAD Operator II 22.87
30063 - Drafter/CAD Operator III 25.49
30064 - Drafter/CAD Operator IV 31.38
30081 - Engineering Technician I 18.20
30082 - Engineering Technician II 20.44
30083 - Engineering Technician III 22.87
30084 - Engineering Technician IV 28.33
30085 - Engineering Technician V 34.65
30086 - Engineering Technician VI 41.92
30090 - Environmental Technician 33.59
30095 - Evidence Control Specialist 28.33
30210 - Laboratory Technician 34.99
30221 - Latent Fingerprint Technician I 31.38
30222 - Latent Fingerprint Technician II 34.65
30240 - Mathematical Technician 28.33
30361 - Paralegal/Legal Assistant I 18.71
30362 - Paralegal/Legal Assistant II 23.17
30363 - Paralegal/Legal Assistant III 28.35
30364 - Paralegal/Legal Assistant IV 34.30
30375 - Petroleum Supply Specialist 34.65
30390 - Photo-Optics Technician 28.33
30395 - Radiation Control Technician 34.65
30461 - Technical Writer I 29.57
30462 - Technical Writer II 36.18
30463 - Technical Writer III 43.77
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 31.38
30502 - Weather Forecaster II 38.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.49
30621 - Weather Observer Senior (see 2) 28.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.19
31030 - Bus Driver 22.15

31043 - Driver Courier	17.73
31260 - Parking and Lot Attendant	13.99
31290 - Shuttle Bus Driver	19.34
31310 - Taxi Driver	17.40
31361 - Truckdriver Light	19.34
31362 - Truckdriver Medium	20.97
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.75
99050 - Desk Clerk	13.09
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.79
99260 - Marketing Analyst	25.70
99310 - Mortician	25.35
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	26.14
99711 - Recycling Specialist	31.92
99730 - Refuse Collector	23.33
99810 - Sales Clerk	13.20
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.96
99842 - Vending Machine Repairer Helper	19.61

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 5 years 4 weeks after 10 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.: 2015-5529
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: Washington

Area: Washington County of Cowlitz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.66
01012 - Accounting Clerk II		18.70
01013 - Accounting Clerk III		20.91
01020 - Administrative Assistant		26.22
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		16.36
01043 - Customer Service Representative III		17.84
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.33
01060 - Dispatcher Motor Vehicle		24.71
01070 - Document Preparation Clerk		15.33
01090 - Duplicating Machine Operator		15.33
01111 - General Clerk I		14.00
01112 - General Clerk II		15.28

01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	21.46
01141 - Messenger Courier	14.12
01191 - Order Clerk I	19.06
01192 - Order Clerk II	21.36
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	21.46
01270 - Production Control Clerk	24.87
01290 - Rental Clerk	16.55
01300 - Scheduler Maintenance	17.21
01311 - Secretary I	17.21
01312 - Secretary II	19.26
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	22.08
01410 - Supply Technician	26.22
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.33
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.33
01612 - Word Processor II	17.21
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.44
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	20.44
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	20.44
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	15.53
05400 - Transmission Repair Specialist	20.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.47
07041 - Cook I	16.27
07042 - Cook II	18.49
07070 - Dishwasher	12.47
07130 - Food Service Worker	13.17
07210 - Meat Cutter	20.50
07260 - Waiter/Waitress	14.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.70

09040 - Furniture Handler	13.16
09080 - Furniture Refinisher	19.70
09090 - Furniture Refinisher Helper	15.18
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	19.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.40
11060 - Elevator Operator	14.43
11090 - Gardener	18.56
11122 - Housekeeping Aide	14.43
11150 - Janitor	14.43
11210 - Laborer Grounds Maintenance	14.64
11240 - Maid or Houseman	13.13
11260 - Pruner	13.36
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	14.64
11360 - Window Cleaner	15.81
12000 - Health Occupations	
12010 - Ambulance Driver	24.33
12011 - Breath Alcohol Technician	24.33
12012 - Certified Occupational Therapist Assistant	33.36
12015 - Certified Physical Therapist Assistant	33.36
12020 - Dental Assistant	19.73
12025 - Dental Hygienist	45.73
12030 - EKG Technician	36.86
12035 - Electroneurodiagnostic Technologist	36.86
12040 - Emergency Medical Technician	24.33
12071 - Licensed Practical Nurse I	21.75
12072 - Licensed Practical Nurse II	24.33
12073 - Licensed Practical Nurse III	27.12
12100 - Medical Assistant	20.20
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	21.83
12190 - Medical Record Technician	24.42
12195 - Medical Transcriptionist	21.75
12210 - Nuclear Medicine Technologist	53.46
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	24.94
12236 - Optical Technician	21.75
12250 - Pharmacy Technician	21.14
12280 - Phlebotomist	19.79
12305 - Radiologic Technologist	37.79
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99

12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		30.14
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.94
13012 - Exhibits Specialist II		30.89
13013 - Exhibits Specialist III		37.79
13041 - Illustrator I		24.94
13042 - Illustrator II		30.89
13043 - Illustrator III		37.79
13047 - Librarian		34.20
13050 - Library Aide/Clerk		19.81
13054 - Library Information Technology Systems Administrator		30.89
13058 - Library Technician		24.07
13061 - Media Specialist I		22.29
13062 - Media Specialist II		24.94
13063 - Media Specialist III		27.79
13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.70
13074 - Photographer IV		37.53
13075 - Photographer V		45.41
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		22.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		25.31
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.59
15030 - Air Crew Training Devices Instructor (Pilot)		46.25
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		31.89
15070 - Flight Instructor (Pilot)		46.25
15080 - Graphic Artist		30.20
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.25

15086 - Maintenance Test Pilot Rotary Wing 46.25
15088 - Non-Maintenance Test/Co-Pilot 46.25
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.97
19040 - Tool And Die Maker 31.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.08
21030 - Material Coordinator 23.90
21040 - Material Expediter 23.90
21050 - Material Handling Laborer 14.54
21071 - Order Filler 13.90
21080 - Production Line Worker (Food Processing) 23.08
21110 - Shipping Packer 21.04
21130 - Shipping/Receiving Clerk 21.04
21140 - Store Worker I 14.70
21150 - Stock Clerk 19.35
21210 - Tools And Parts Attendant 23.08
21410 - Warehouse Specialist 23.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.96
23019 - Aircraft Logs and Records Technician 23.03
23021 - Aircraft Mechanic I 27.48
23022 - Aircraft Mechanic II 28.96
23023 - Aircraft Mechanic III 30.44
23040 - Aircraft Mechanic Helper 20.04
23050 - Aircraft Painter 26.00
23060 - Aircraft Servicer 23.03
23070 - Aircraft Survival Flight Equipment Technician 26.00
23080 - Aircraft Worker 24.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.48
23110 - Appliance Mechanic 25.97

23120 - Bicycle Repairer 21.51
23125 - Cable Splicer 31.58
23130 - Carpenter Maintenance 29.17
23140 - Carpet Layer 24.47
23160 - Electrician Maintenance 31.95
23181 - Electronics Technician Maintenance I 24.47
23182 - Electronics Technician Maintenance II 26.00
23183 - Electronics Technician Maintenance III 27.48
23260 - Fabric Worker 23.03
23290 - Fire Alarm System Mechanic 27.48
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 27.48
23312 - Fuel Distribution System Operator 21.53
23370 - General Maintenance Worker 20.31
23380 - Ground Support Equipment Mechanic 27.48
23381 - Ground Support Equipment Servicer 23.03
23382 - Ground Support Equipment Worker 24.47
23391 - Gunsmith I 21.53
23392 - Gunsmith II 24.47
23393 - Gunsmith III 27.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.29
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.45
23430 - Heavy Equipment Mechanic 29.20
23440 - Heavy Equipment Operator 27.53
23460 - Instrument Mechanic 27.58
23465 - Laboratory/Shelter Mechanic 26.00
23470 - Laborer 14.50
23510 - Locksmith 25.97
23530 - Machinery Maintenance Mechanic 36.39
23550 - Machinist Maintenance 25.60
23580 - Maintenance Trades Helper 20.03
23591 - Metrology Technician I 27.58
23592 - Metrology Technician II 29.06
23593 - Metrology Technician III 30.56
23640 - Millwright 32.83
23710 - Office Appliance Repairer 26.00
23760 - Painter Maintenance 18.24
23790 - Pipefitter Maintenance 30.95
23810 - Plumber Maintenance 27.91
23820 - Pneudraulic Systems Mechanic 27.48
23850 - Rigger 27.48
23870 - Scale Mechanic 24.47
23890 - Sheet-Metal Worker Maintenance 27.48
23910 - Small Engine Mechanic 24.44
23931 - Telecommunications Mechanic I 31.43
23932 - Telecommunications Mechanic II 33.13
23950 - Telephone Lineman 27.48
23960 - Welder Combination Maintenance 23.17

23965 - Well Driller	27.48
23970 - Woodcraft Worker	27.48
23980 - Woodworker	21.51
24000 - Personal Needs Occupations	
24550 - Case Manager	16.23
24570 - Child Care Attendant	13.26
24580 - Child Care Center Clerk	15.93
24610 - Chore Aide	13.88
24620 - Family Readiness And Support Services Coordinator	16.23
24630 - Homemaker	16.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	30.40
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant Operator	30.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	15.37
27008 - Corrections Officer	34.68
27010 - Court Security Officer	35.23
27030 - Detection Dog Handler	17.19
27040 - Detention Officer	34.68
27070 - Firefighter	34.99
27101 - Guard I	15.37
27102 - Guard II	17.19
27131 - Police Officer I	34.66
27132 - Police Officer II	38.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.01
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Worker	10.60
28210 - Gate Attendant/Gate Tender	17.82
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	19.93
28510 - Recreation Aide/Health Facility Attendant	14.55
28515 - Recreation Specialist	24.70
28630 - Sports Official	15.88
28690 - Swimming Pool Operator	26.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.47
29020 - Hatch Tender	24.47
29030 - Line Handler	24.47
29041 - Stevedore I	23.03
29042 - Stevedore II	26.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.32

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 27.79
30051 - Cryogenic Technician I 22.42
30052 - Cryogenic Technician II 24.76
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 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 22.18
30095 - Evidence Control Specialist 20.25
30210 - Laboratory Technician 19.18
30221 - Latent Fingerprint Technician I 22.42
30222 - Latent Fingerprint Technician II 24.76
30240 - Mathematical Technician 22.35
30361 - Paralegal/Legal Assistant I 20.17
30362 - Paralegal/Legal Assistant II 24.99
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.98
30375 - Petroleum Supply Specialist 24.76
30390 - Photo-Optics Technician 23.18
30395 - Radiation Control Technician 24.76
30461 - Technical Writer I 21.89
30462 - Technical Writer II 27.71
30463 - Technical Writer III 32.40
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 25.68
30502 - Weather Forecaster II 31.24
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 32.73
31020 - Bus Aide 16.05
31030 - Bus Driver 21.76
31043 - Driver Courier 17.73
31260 - Parking and Lot Attendant 14.65
31290 - Shuttle Bus Driver 19.04

31310 - Taxi Driver	16.34
31361 - Truckdriver Light	19.04
31362 - Truckdriver Medium	20.60
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	13.02
99050 - Desk Clerk	13.08
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	18.02
99252 - Laboratory Animal Caretaker II	19.34
99260 - Marketing Analyst	31.41
99310 - Mortician	27.05
99410 - Pest Controller	24.11
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	16.23
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	20.99
99841 - Vending Machine Repairer	25.62
99842 - Vending Machine Repairer Helper	20.99

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5530
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: Washington

Area: Washington County of Cowlitz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.66
01012 - Accounting Clerk II		18.70
01013 - Accounting Clerk III		20.91
01020 - Administrative Assistant		26.22
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		16.36
01043 - Customer Service Representative III		17.84
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.33
01060 - Dispatcher Motor Vehicle		24.71
01070 - Document Preparation Clerk		15.33

01090 - Duplicating Machine Operator	15.33
01111 - General Clerk I	14.00
01112 - General Clerk II	15.28
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	21.46
01141 - Messenger Courier	14.12
01191 - Order Clerk I	19.06
01192 - Order Clerk II	21.36
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	21.46
01270 - Production Control Clerk	24.87
01290 - Rental Clerk	16.55
01300 - Scheduler Maintenance	17.21
01311 - Secretary I	17.21
01312 - Secretary II	19.26
01313 - Secretary III	21.46
01320 - Service Order Dispatcher	22.08
01410 - Supply Technician	26.22
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.33
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.33
01612 - Word Processor II	17.21
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.44
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	20.44
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	20.44
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	15.53
05400 - Transmission Repair Specialist	20.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.47
07041 - Cook I	16.27
07042 - Cook II	18.49
07070 - Dishwasher	12.47
07130 - Food Service Worker	13.17
07210 - Meat Cutter	20.50

07260 - Waiter/Waitress	14.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.70
09040 - Furniture Handler	13.16
09080 - Furniture Refinisher	19.70
09090 - Furniture Refinisher Helper	15.18
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	19.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.40
11060 - Elevator Operator	14.43
11090 - Gardener	18.56
11122 - Housekeeping Aide	14.43
11150 - Janitor	14.43
11210 - Laborer Grounds Maintenance	14.64
11240 - Maid or Houseman	13.13
11260 - Pruner	13.36
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	14.64
11360 - Window Cleaner	15.81
12000 - Health Occupations	
12010 - Ambulance Driver	24.33
12011 - Breath Alcohol Technician	24.33
12012 - Certified Occupational Therapist Assistant	33.36
12015 - Certified Physical Therapist Assistant	33.36
12020 - Dental Assistant	19.73
12025 - Dental Hygienist	45.73
12030 - EKG Technician	36.86
12035 - Electroneurodiagnostic Technologist	36.86
12040 - Emergency Medical Technician	24.33
12071 - Licensed Practical Nurse I	21.75
12072 - Licensed Practical Nurse II	24.33
12073 - Licensed Practical Nurse III	27.12
12100 - Medical Assistant	20.20
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	21.83
12190 - Medical Record Technician	24.42
12195 - Medical Transcriptionist	21.75
12210 - Nuclear Medicine Technologist	53.46
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	24.94
12236 - Optical Technician	21.75
12250 - Pharmacy Technician	21.14
12280 - Phlebotomist	19.79
12305 - Radiologic Technologist	37.79
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		30.14
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.94
13012 - Exhibits Specialist II		30.89
13013 - Exhibits Specialist III		37.79
13041 - Illustrator I		24.94
13042 - Illustrator II		30.89
13043 - Illustrator III		37.79
13047 - Librarian		34.20
13050 - Library Aide/Clerk		19.81
13054 - Library Information Technology Systems Administrator		30.89
13058 - Library Technician		24.07
13061 - Media Specialist I		22.29
13062 - Media Specialist II		24.94
13063 - Media Specialist III		27.79
13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.70
13074 - Photographer IV		37.53
13075 - Photographer V		45.41
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		22.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		25.31
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.59
15030 - Air Crew Training Devices Instructor (Pilot)		46.25
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		31.89

15070 - Flight Instructor (Pilot) 46.25
15080 - Graphic Artist 30.20
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.25
15086 - Maintenance Test Pilot Rotary Wing 46.25
15088 - Non-Maintenance Test/Co-Pilot 46.25
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.97
19040 - Tool And Die Maker 31.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.08
21030 - Material Coordinator 23.90
21040 - Material Expediter 23.90
21050 - Material Handling Laborer 14.54
21071 - Order Filler 13.90
21080 - Production Line Worker (Food Processing) 23.08
21110 - Shipping Packer 21.04
21130 - Shipping/Receiving Clerk 21.04
21140 - Store Worker I 14.70
21150 - Stock Clerk 19.35
21210 - Tools And Parts Attendant 23.08
21410 - Warehouse Specialist 23.08
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.96
23019 - Aircraft Logs and Records Technician 23.03
23021 - Aircraft Mechanic I 27.48
23022 - Aircraft Mechanic II 28.96
23023 - Aircraft Mechanic III 30.44
23040 - Aircraft Mechanic Helper 20.04
23050 - Aircraft Painter 26.00
23060 - Aircraft Servicer 23.03
23070 - Aircraft Survival Flight Equipment Technician 26.00
23080 - Aircraft Worker 24.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.48
II
23110 - Appliance Mechanic 25.97
23120 - Bicycle Repairer 21.51
23125 - Cable Splicer 31.58
23130 - Carpenter Maintenance 29.17
23140 - Carpet Layer 24.47
23160 - Electrician Maintenance 31.95
23181 - Electronics Technician Maintenance I 24.47
23182 - Electronics Technician Maintenance II 26.00
23183 - Electronics Technician Maintenance III 27.48
23260 - Fabric Worker 23.03
23290 - Fire Alarm System Mechanic 27.48
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 27.48
23312 - Fuel Distribution System Operator 21.53
23370 - General Maintenance Worker 20.31
23380 - Ground Support Equipment Mechanic 27.48
23381 - Ground Support Equipment Servicer 23.03
23382 - Ground Support Equipment Worker 24.47
23391 - Gunsmith I 21.53
23392 - Gunsmith II 24.47
23393 - Gunsmith III 27.48
23410 - Heating Ventilation And Air-Conditioning 21.29
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.45
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.20
23440 - Heavy Equipment Operator 27.53
23460 - Instrument Mechanic 27.58
23465 - Laboratory/Shelter Mechanic 26.00
23470 - Laborer 14.50
23510 - Locksmith 25.97
23530 - Machinery Maintenance Mechanic 36.39
23550 - Machinist Maintenance 25.60
23580 - Maintenance Trades Helper 20.03
23591 - Metrology Technician I 27.58
23592 - Metrology Technician II 29.06
23593 - Metrology Technician III 30.56
23640 - Millwright 32.83
23710 - Office Appliance Repairer 26.00
23760 - Painter Maintenance 18.24
23790 - Pipefitter Maintenance 30.95
23810 - Plumber Maintenance 27.91
23820 - Pneudraulic Systems Mechanic 27.48
23850 - Rigger 27.48
23870 - Scale Mechanic 24.47
23890 - Sheet-Metal Worker Maintenance 27.48
23910 - Small Engine Mechanic 24.44
23931 - Telecommunications Mechanic I 31.43

23932 - Telecommunications Mechanic II 33.13
23950 - Telephone Lineman 27.48
23960 - Welder Combination Maintenance 23.17
23965 - Well Driller 27.48
23970 - Woodcraft Worker 27.48
23980 - Woodworker 21.51
24000 - Personal Needs Occupations
24550 - Case Manager 16.23
24570 - Child Care Attendant 13.26
24580 - Child Care Center Clerk 15.93
24610 - Chore Aide 13.88
24620 - Family Readiness And Support Services Coordinator 16.23
24630 - Homemaker 16.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.70
25040 - Sewage Plant Operator 30.40
25070 - Stationary Engineer 28.70
25190 - Ventilation Equipment Tender 20.98
25210 - Water Treatment Plant Operator 30.40
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.43
27007 - Baggage Inspector 15.37
27008 - Corrections Officer 34.68
27010 - Court Security Officer 35.23
27030 - Detection Dog Handler 17.19
27040 - Detention Officer 34.68
27070 - Firefighter 34.99
27101 - Guard I 15.37
27102 - Guard II 17.19
27131 - Police Officer I 34.66
27132 - Police Officer II 38.53
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.01
28042 - Carnival Equipment Repairer 13.82
28043 - Carnival Worker 10.60
28210 - Gate Attendant/Gate Tender 17.82
28310 - Lifeguard 15.10
28350 - Park Attendant (Aide) 19.93
28510 - Recreation Aide/Health Facility Attendant 14.55
28515 - Recreation Specialist 24.70
28630 - Sports Official 15.88
28690 - Swimming Pool Operator 26.41
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.47
29020 - Hatch Tender 24.47
29030 - Line Handler 24.47
29041 - Stevedore I 23.03
29042 - Stevedore II 26.00
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.32
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 27.79
30051 - Cryogenic Technician I 22.42
30052 - Cryogenic Technician II 24.76
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 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 22.18
30095 - Evidence Control Specialist 20.25
30210 - Laboratory Technician 19.18
30221 - Latent Fingerprint Technician I 22.42
30222 - Latent Fingerprint Technician II 24.76
30240 - Mathematical Technician 22.35
30361 - Paralegal/Legal Assistant I 20.17
30362 - Paralegal/Legal Assistant II 24.99
30363 - Paralegal/Legal Assistant III 30.57
30364 - Paralegal/Legal Assistant IV 36.98
30375 - Petroleum Supply Specialist 24.76
30390 - Photo-Optics Technician 23.18
30395 - Radiation Control Technician 24.76
30461 - Technical Writer I 21.89
30462 - Technical Writer II 27.71
30463 - Technical Writer III 32.40
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 25.68
30502 - Weather Forecaster II 31.24
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 32.73
31020 - Bus Aide 16.05
31030 - Bus Driver 21.76

31043 - Driver Courier	17.73
31260 - Parking and Lot Attendant	14.65
31290 - Shuttle Bus Driver	19.04
31310 - Taxi Driver	16.34
31361 - Truckdriver Light	19.04
31362 - Truckdriver Medium	20.60
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	13.02
99050 - Desk Clerk	13.08
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	18.02
99252 - Laboratory Animal Caretaker II	19.34
99260 - Marketing Analyst	31.41
99310 - Mortician	27.05
99410 - Pest Controller	24.11
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	16.23
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	20.99
99841 - Vending Machine Repairer	25.62
99842 - Vending Machine Repairer Helper	20.99

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

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.: 2015-5531
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: Washington

Area: Washington County of Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.71
01012 - Accounting Clerk II		19.88
01013 - Accounting Clerk III		22.25
01020 - Administrative Assistant		29.52
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.41
01042 - Customer Service Representative II		15.07
01043 - Customer Service Representative III		16.45
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		15.10
01090 - Duplicating Machine Operator		15.10
01111 - General Clerk I		14.93
01112 - General Clerk II		16.29

01113 - General Clerk III	18.29
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	15.94
01192 - Order Clerk II	17.39
01261 - Personnel Assistant (Employment) I	20.04
01262 - Personnel Assistant (Employment) II	22.43
01263 - Personnel Assistant (Employment) III	25.00
01270 - Production Control Clerk	21.78
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	19.68
01410 - Supply Technician	29.52
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	17.31
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.03
05010 - Automotive Electrician	23.77
05040 - Automotive Glass Installer	22.63
05070 - Automotive Worker	22.77
05110 - Mobile Equipment Servicer	20.32
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.77
05190 - Motor Vehicle Mechanic	24.59
05220 - Motor Vehicle Mechanic Helper	19.09
05250 - Motor Vehicle Upholstery Worker	21.55
05280 - Motor Vehicle Wrecker	22.77
05310 - Painter Automotive	23.77
05340 - Radiator Repair Specialist	22.77
05370 - Tire Repairer	18.34
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.68
07041 - Cook I	17.74
07042 - Cook II	19.88
07070 - Dishwasher	12.56
07130 - Food Service Worker	14.69
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.75

09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	25.87
09090 - Furniture Refinisher Helper	20.78
09110 - Furniture Repairer Minor	23.45
09130 - Upholsterer	24.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.81
11060 - Elevator Operator	17.36
11090 - Gardener	18.53
11122 - Housekeeping Aide	17.36
11150 - Janitor	17.36
11210 - Laborer Grounds Maintenance	15.17
11240 - Maid or Houseman	13.76
11260 - Pruner	14.04
11270 - Tractor Operator	17.41
11330 - Trail Maintenance Worker	15.17
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	23.09
12011 - Breath Alcohol Technician	22.91
12012 - Certified Occupational Therapist Assistant	28.28
12015 - Certified Physical Therapist Assistant	26.45
12020 - Dental Assistant	20.03
12025 - Dental Hygienist	45.28
12030 - EKG Technician	31.24
12035 - Electroneurodiagnostic Technologist	31.24
12040 - Emergency Medical Technician	23.09
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	19.81
12130 - Medical Laboratory Technician	19.51
12160 - Medical Record Clerk	19.08
12190 - Medical Record Technician	21.35
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	45.30
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.89
12223 - Nursing Assistant III	15.16
12224 - Nursing Assistant IV	17.02
12235 - Optical Dispenser	21.42
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	21.90
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		28.38
12320 - Substance Abuse Treatment Counselor		25.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.28
13012 - Exhibits Specialist II		27.59
13013 - Exhibits Specialist III		33.76
13041 - Illustrator I		22.28
13042 - Illustrator II		27.59
13043 - Illustrator III		33.76
13047 - Librarian		31.19
13050 - Library Aide/Clerk		17.67
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.91
13062 - Media Specialist II		22.28
13063 - Media Specialist III		24.83
13071 - Photographer I		19.91
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		22.04
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.89
14042 - Computer Operator II		22.25
14043 - Computer Operator III		24.80
14044 - Computer Operator IV		27.56
14045 - Computer Operator V		30.52
14071 - Computer Programmer I	(see 1)	24.47
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		19.89
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		31.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		34.32
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.02

15086 - Maintenance Test Pilot Rotary Wing 42.02
15088 - Non-Maintenance Test/Co-Pilot 42.02
15090 - Technical Instructor 26.66
15095 - Technical Instructor/Course Developer 32.62
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.72
19040 - Tool And Die Maker 32.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.22
21030 - Material Coordinator 21.78
21040 - Material Expediter 21.78
21050 - Material Handling Laborer 16.95
21071 - Order Filler 16.24
21080 - Production Line Worker (Food Processing) 23.22
21110 - Shipping Packer 18.00
21130 - Shipping/Receiving Clerk 18.00
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 23.22
21410 - Warehouse Specialist 23.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.75
23019 - Aircraft Logs and Records Technician 26.95
23021 - Aircraft Mechanic I 30.75
23022 - Aircraft Mechanic II 31.75
23023 - Aircraft Mechanic III 32.68
23040 - Aircraft Mechanic Helper 23.87
23050 - Aircraft Painter 29.72
23060 - Aircraft Servicer 26.95
23070 - Aircraft Survival Flight Equipment Technician 29.72
23080 - Aircraft Worker 28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.75
23110 - Appliance Mechanic 28.72

23120 - Bicycle Repairer	24.55
23125 - Cable Splicer	31.68
23130 - Carpenter Maintenance	27.65
23140 - Carpet Layer	27.52
23160 - Electrician Maintenance	35.07
23181 - Electronics Technician Maintenance I	30.62
23182 - Electronics Technician Maintenance II	31.95
23183 - Electronics Technician Maintenance III	33.07
23260 - Fabric Worker	26.05
23290 - Fire Alarm System Mechanic	29.73
23310 - Fire Extinguisher Repairer	24.55
23311 - Fuel Distribution System Mechanic	29.73
23312 - Fuel Distribution System Operator	25.03
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	30.75
23381 - Ground Support Equipment Servicer	26.95
23382 - Ground Support Equipment Worker	28.47
23391 - Gunsmith I	24.55
23392 - Gunsmith II	27.52
23393 - Gunsmith III	29.73
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.93
23430 - Heavy Equipment Mechanic	29.92
23440 - Heavy Equipment Operator	33.81
23460 - Instrument Mechanic	30.75
23465 - Laboratory/Shelter Mechanic	28.72
23470 - Laborer	16.62
23510 - Locksmith	28.72
23530 - Machinery Maintenance Mechanic	29.87
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	23.08
23591 - Metrology Technician I	30.75
23592 - Metrology Technician II	31.75
23593 - Metrology Technician III	32.68
23640 - Millwright	29.53
23710 - Office Appliance Repairer	28.47
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	31.19
23810 - Plumber Maintenance	30.14
23820 - Pneudraulic Systems Mechanic	29.73
23850 - Rigger	29.73
23870 - Scale Mechanic	27.52
23890 - Sheet-Metal Worker Maintenance	30.75
23910 - Small Engine Mechanic	27.52
23931 - Telecommunications Mechanic I	33.83
23932 - Telecommunications Mechanic II	34.93
23950 - Telephone Lineman	29.73
23960 - Welder Combination Maintenance	28.20

23965 - Well Driller	32.28
23970 - Woodcraft Worker	29.73
23980 - Woodworker	24.55
24000 - Personal Needs Occupations	
24550 - Case Manager	17.35
24570 - Child Care Attendant	13.49
24580 - Child Care Center Clerk	16.83
24610 - Chore Aide	13.85
24620 - Family Readiness And Support Services Coordinator	17.35
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.73
25040 - Sewage Plant Operator	31.17
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	23.08
25210 - Water Treatment Plant Operator	31.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.28
27007 - Baggage Inspector	16.07
27008 - Corrections Officer	25.81
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	25.81
27070 - Firefighter	31.09
27101 - Guard I	16.07
27102 - Guard II	22.54
27131 - Police Officer I	33.95
27132 - Police Officer II	37.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.36
28042 - Carnival Equipment Repairer	16.34
28043 - Carnival Worker	12.38
28210 - Gate Attendant/Gate Tender	17.92
28310 - Lifeguard	15.96
28350 - Park Attendant (Aide)	20.06
28510 - Recreation Aide/Health Facility Attendant	14.63
28515 - Recreation Specialist	24.84
28630 - Sports Official	15.96
28690 - Swimming Pool Operator	20.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.47
29020 - Hatch Tender	31.47
29030 - Line Handler	31.47
29041 - Stevedore I	29.79
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 31.16
30051 - Cryogenic Technician I 22.71
30052 - Cryogenic Technician II 25.09
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 20.51
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 22.71
30222 - Latent Fingerprint Technician II 25.09
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 41.93
30375 - Petroleum Supply Specialist 25.09
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 25.09
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.71
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.55
31030 - Bus Driver 22.74
31043 - Driver Courier 17.32
31260 - Parking and Lot Attendant 15.83
31290 - Shuttle Bus Driver 18.43

31310 - Taxi Driver	17.53
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	24.02
31364 - Truckdriver Tractor-Trailer	24.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.14
99050 - Desk Clerk	13.55
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	14.91
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	24.64
99310 - Mortician	27.77
99410 - Pest Controller	27.44
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	19.60
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5532
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Washington

Area: Washington County of Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.71
01012 - Accounting Clerk II		19.88
01013 - Accounting Clerk III		22.25
01020 - Administrative Assistant		29.52
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.41
01042 - Customer Service Representative II		15.07
01043 - Customer Service Representative III		16.45
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		15.10

01090 - Duplicating Machine Operator	15.10
01111 - General Clerk I	14.93
01112 - General Clerk II	16.29
01113 - General Clerk III	18.29
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	13.25
01191 - Order Clerk I	15.94
01192 - Order Clerk II	17.39
01261 - Personnel Assistant (Employment) I	20.04
01262 - Personnel Assistant (Employment) II	22.43
01263 - Personnel Assistant (Employment) III	25.00
01270 - Production Control Clerk	21.78
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	19.68
01410 - Supply Technician	29.52
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	17.31
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.03
05010 - Automotive Electrician	23.77
05040 - Automotive Glass Installer	22.63
05070 - Automotive Worker	22.77
05110 - Mobile Equipment Servicer	20.32
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.77
05190 - Motor Vehicle Mechanic	24.59
05220 - Motor Vehicle Mechanic Helper	19.09
05250 - Motor Vehicle Upholstery Worker	21.55
05280 - Motor Vehicle Wrecker	22.77
05310 - Painter Automotive	23.77
05340 - Radiator Repair Specialist	22.77
05370 - Tire Repairer	18.34
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.68
07041 - Cook I	17.74
07042 - Cook II	19.88
07070 - Dishwasher	12.56
07130 - Food Service Worker	14.69
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	15.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.75
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	25.87
09090 - Furniture Refinisher Helper	20.78
09110 - Furniture Repairer Minor	23.45
09130 - Upholsterer	24.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.81
11060 - Elevator Operator	17.36
11090 - Gardener	18.53
11122 - Housekeeping Aide	17.36
11150 - Janitor	17.36
11210 - Laborer Grounds Maintenance	15.17
11240 - Maid or Houseman	13.76
11260 - Pruner	14.04
11270 - Tractor Operator	17.41
11330 - Trail Maintenance Worker	15.17
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	23.09
12011 - Breath Alcohol Technician	22.91
12012 - Certified Occupational Therapist Assistant	28.28
12015 - Certified Physical Therapist Assistant	26.45
12020 - Dental Assistant	20.03
12025 - Dental Hygienist	45.28
12030 - EKG Technician	31.24
12035 - Electroneurodiagnostic Technologist	31.24
12040 - Emergency Medical Technician	23.09
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	19.81
12130 - Medical Laboratory Technician	19.51
12160 - Medical Record Clerk	19.08
12190 - Medical Record Technician	21.35
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	45.30
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.89
12223 - Nursing Assistant III	15.16
12224 - Nursing Assistant IV	17.02
12235 - Optical Dispenser	21.42
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	21.90
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	32.53
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		28.38
12320 - Substance Abuse Treatment Counselor		25.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.28
13012 - Exhibits Specialist II		27.59
13013 - Exhibits Specialist III		33.76
13041 - Illustrator I		22.28
13042 - Illustrator II		27.59
13043 - Illustrator III		33.76
13047 - Librarian		31.19
13050 - Library Aide/Clerk		17.67
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.91
13062 - Media Specialist II		22.28
13063 - Media Specialist III		24.83
13071 - Photographer I		19.91
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		22.04
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.89
14042 - Computer Operator II		22.25
14043 - Computer Operator III		24.80
14044 - Computer Operator IV		27.56
14045 - Computer Operator V		30.52
14071 - Computer Programmer I	(see 1)	24.47
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		19.89
14160 - Personal Computer Support Technician		27.56
14170 - System Support Specialist		31.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		34.32

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.02
15086 - Maintenance Test Pilot Rotary Wing 42.02
15088 - Non-Maintenance Test/Co-Pilot 42.02
15090 - Technical Instructor 26.66
15095 - Technical Instructor/Course Developer 32.62
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.72
19040 - Tool And Die Maker 32.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.22
21030 - Material Coordinator 21.78
21040 - Material Expediter 21.78
21050 - Material Handling Laborer 16.95
21071 - Order Filler 16.24
21080 - Production Line Worker (Food Processing) 23.22
21110 - Shipping Packer 18.00
21130 - Shipping/Receiving Clerk 18.00
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 23.22
21410 - Warehouse Specialist 23.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.75
23019 - Aircraft Logs and Records Technician 26.95
23021 - Aircraft Mechanic I 30.75
23022 - Aircraft Mechanic II 31.75
23023 - Aircraft Mechanic III 32.68
23040 - Aircraft Mechanic Helper 23.87
23050 - Aircraft Painter 29.72
23060 - Aircraft Servicer 26.95
23070 - Aircraft Survival Flight Equipment Technician 29.72
23080 - Aircraft Worker 28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.75
II
23110 - Appliance Mechanic 28.72
23120 - Bicycle Repairer 24.55
23125 - Cable Splicer 31.68
23130 - Carpenter Maintenance 27.65
23140 - Carpet Layer 27.52
23160 - Electrician Maintenance 35.07
23181 - Electronics Technician Maintenance I 30.62
23182 - Electronics Technician Maintenance II 31.95
23183 - Electronics Technician Maintenance III 33.07
23260 - Fabric Worker 26.05
23290 - Fire Alarm System Mechanic 29.73
23310 - Fire Extinguisher Repairer 24.55
23311 - Fuel Distribution System Mechanic 29.73
23312 - Fuel Distribution System Operator 25.03
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 30.75
23381 - Ground Support Equipment Servicer 26.95
23382 - Ground Support Equipment Worker 28.47
23391 - Gunsmith I 24.55
23392 - Gunsmith II 27.52
23393 - Gunsmith III 29.73
23410 - Heating Ventilation And Air-Conditioning 29.96
Mechanic
23411 - Heating Ventilation And Air Contidioning 30.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.92
23440 - Heavy Equipment Operator 33.81
23460 - Instrument Mechanic 30.75
23465 - Laboratory/Shelter Mechanic 28.72
23470 - Laborer 16.62
23510 - Locksmith 28.72
23530 - Machinery Maintenance Mechanic 29.87
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 23.08
23591 - Metrology Technician I 30.75
23592 - Metrology Technician II 31.75
23593 - Metrology Technician III 32.68
23640 - Millwright 29.53
23710 - Office Appliance Repairer 28.47
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 31.19
23810 - Plumber Maintenance 30.14
23820 - Pneudraulic Systems Mechanic 29.73
23850 - Rigger 29.73
23870 - Scale Mechanic 27.52
23890 - Sheet-Metal Worker Maintenance 30.75
23910 - Small Engine Mechanic 27.52
23931 - Telecommunications Mechanic I 33.83

23932 - Telecommunications Mechanic II 34.93
23950 - Telephone Lineman 29.73
23960 - Welder Combination Maintenance 28.20
23965 - Well Driller 32.28
23970 - Woodcraft Worker 29.73
23980 - Woodworker 24.55
24000 - Personal Needs Occupations
24550 - Case Manager 17.35
24570 - Child Care Attendant 13.49
24580 - Child Care Center Clerk 16.83
24610 - Chore Aide 13.85
24620 - Family Readiness And Support Services Coordinator 17.35
24630 - Homemaker 19.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.73
25040 - Sewage Plant Operator 31.17
25070 - Stationary Engineer 29.73
25190 - Ventilation Equipment Tender 23.08
25210 - Water Treatment Plant Operator 31.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.28
27007 - Baggage Inspector 16.07
27008 - Corrections Officer 25.81
27010 - Court Security Officer 29.42
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 25.81
27070 - Firefighter 31.09
27101 - Guard I 16.07
27102 - Guard II 22.54
27131 - Police Officer I 33.95
27132 - Police Officer II 37.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.36
28042 - Carnival Equipment Repairer 16.34
28043 - Carnival Worker 12.38
28210 - Gate Attendant/Gate Tender 17.92
28310 - Lifeguard 15.96
28350 - Park Attendant (Aide) 20.06
28510 - Recreation Aide/Health Facility Attendant 14.63
28515 - Recreation Specialist 24.84
28630 - Sports Official 15.96
28690 - Swimming Pool Operator 20.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.47
29020 - Hatch Tender 31.47
29030 - Line Handler 31.47
29041 - Stevedore I 29.79
29042 - Stevedore II 32.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 31.16
30051 - Cryogenic Technician I 22.71
30052 - Cryogenic Technician II 25.09
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 20.51
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 22.71
30222 - Latent Fingerprint Technician II 25.09
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 41.93
30375 - Petroleum Supply Specialist 25.09
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 25.09
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.71
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.55
31030 - Bus Driver 22.74

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	15.83
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	17.53
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	24.02
31364 - Truckdriver Tractor-Trailer	24.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.14
99050 - Desk Clerk	13.55
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	14.91
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	24.64
99310 - Mortician	27.77
99410 - Pest Controller	27.44
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	19.60
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

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.: 2015-5533
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: Washington

Area: Washington County of Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.51
01012 - Accounting Clerk II		19.66
01013 - Accounting Clerk III		22.00
01020 - Administrative Assistant		31.91
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		15.26
01042 - Customer Service Representative II		17.15
01043 - Customer Service Representative III		18.72
01051 - Data Entry Operator I		19.57
01052 - Data Entry Operator II		21.34
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		15.76
01090 - Duplicating Machine Operator		15.76
01111 - General Clerk I		14.16
01112 - General Clerk II		15.45

01113 - General Clerk III	17.35
01120 - Housing Referral Assistant	22.07
01141 - Messenger Courier	13.25
01191 - Order Clerk I	16.76
01192 - Order Clerk II	18.30
01261 - Personnel Assistant (Employment) I	17.23
01262 - Personnel Assistant (Employment) II	19.27
01263 - Personnel Assistant (Employment) III	21.48
01270 - Production Control Clerk	21.10
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.69
01311 - Secretary I	17.69
01312 - Secretary II	19.80
01313 - Secretary III	22.07
01320 - Service Order Dispatcher	21.79
01410 - Supply Technician	31.91
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.31
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.14
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.64
07041 - Cook I	15.31
07042 - Cook II	17.16
07070 - Dishwasher	12.77
07130 - Food Service Worker	13.68
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.23

09040 - Furniture Handler	19.72
09080 - Furniture Refinisher	23.23
09090 - Furniture Refinisher Helper	20.41
09110 - Furniture Repairer Minor	21.79
09130 - Upholsterer	24.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.22
11060 - Elevator Operator	14.22
11090 - Gardener	20.62
11122 - Housekeeping Aide	16.71
11150 - Janitor	16.71
11210 - Laborer Grounds Maintenance	16.88
11240 - Maid or Houseman	13.51
11260 - Pruner	15.62
11270 - Tractor Operator	19.37
11330 - Trail Maintenance Worker	16.88
11360 - Window Cleaner	18.06
12000 - Health Occupations	
12010 - Ambulance Driver	34.24
12011 - Breath Alcohol Technician	31.44
12012 - Certified Occupational Therapist Assistant	34.01
12015 - Certified Physical Therapist Assistant	33.85
12020 - Dental Assistant	22.16
12025 - Dental Hygienist	46.93
12030 - EKG Technician	37.57
12035 - Electroneurodiagnostic Technologist	37.57
12040 - Emergency Medical Technician	34.24
12071 - Licensed Practical Nurse I	22.16
12072 - Licensed Practical Nurse II	24.80
12073 - Licensed Practical Nurse III	27.64
12100 - Medical Assistant	20.54
12130 - Medical Laboratory Technician	24.52
12160 - Medical Record Clerk	20.08
12190 - Medical Record Technician	22.46
12195 - Medical Transcriptionist	19.58
12210 - Nuclear Medicine Technologist	54.48
12221 - Nursing Assistant I	12.48
12222 - Nursing Assistant II	14.03
12223 - Nursing Assistant III	15.31
12224 - Nursing Assistant IV	17.19
12235 - Optical Dispenser	22.75
12236 - Optical Technician	21.11
12250 - Pharmacy Technician	21.75
12280 - Phlebotomist	20.10
12305 - Radiologic Technologist	33.82
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		38.94
12320 - Substance Abuse Treatment Counselor		23.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.20
13012 - Exhibits Specialist II		32.46
13013 - Exhibits Specialist III		39.70
13041 - Illustrator I		26.20
13042 - Illustrator II		32.46
13043 - Illustrator III		39.70
13047 - Librarian		35.95
13050 - Library Aide/Clerk		18.51
13054 - Library Information Technology Systems Administrator		32.46
13058 - Library Technician		23.20
13061 - Media Specialist I		23.42
13062 - Media Specialist II		26.20
13063 - Media Specialist III		29.21
13071 - Photographer I		21.29
13072 - Photographer II		23.82
13073 - Photographer III		29.51
13074 - Photographer IV		36.09
13075 - Photographer V		43.66
13090 - Technical Order Library Clerk		23.25
13110 - Video Teleconference Technician		22.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.19
14042 - Computer Operator II		21.48
14043 - Computer Operator III		23.94
14044 - Computer Operator IV		26.60
14045 - Computer Operator V		29.46
14071 - Computer Programmer I	(see 1)	26.92
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		19.19
14160 - Personal Computer Support Technician		26.60
14170 - System Support Specialist		32.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		33.83
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		26.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.44

15086 - Maintenance Test Pilot Rotary Wing 45.44
15088 - Non-Maintenance Test/Co-Pilot 45.44
15090 - Technical Instructor 28.59
15095 - Technical Instructor/Course Developer 34.97
15110 - Test Proctor 23.08
15120 - Tutor 23.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.92
16030 - Counter Attendant 15.92
16040 - Dry Cleaner 19.99
16070 - Finisher Flatwork Machine 15.92
16090 - Presser Hand 15.92
16110 - Presser Machine Drycleaning 15.92
16130 - Presser Machine Shirts 15.92
16160 - Presser Machine Wearing Apparel Laundry 15.92
16190 - Sewing Machine Operator 21.31
16220 - Tailor 22.61
16250 - Washer Machine 17.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.18
19040 - Tool And Die Maker 31.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.87
21030 - Material Coordinator 21.10
21040 - Material Expediter 21.10
21050 - Material Handling Laborer 15.41
21071 - Order Filler 14.87
21080 - Production Line Worker (Food Processing) 19.87
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 19.87
21410 - Warehouse Specialist 19.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.67
23019 - Aircraft Logs and Records Technician 26.03
23021 - Aircraft Mechanic I 29.71
23022 - Aircraft Mechanic II 30.67
23023 - Aircraft Mechanic III 31.57
23040 - Aircraft Mechanic Helper 23.07
23050 - Aircraft Painter 28.71
23060 - Aircraft Servicer 26.03
23070 - Aircraft Survival Flight Equipment Technician 28.71
23080 - Aircraft Worker 27.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.71
23110 - Appliance Mechanic 28.18

23120 - Bicycle Repairer	21.68
23125 - Cable Splicer	38.34
23130 - Carpenter Maintenance	30.42
23140 - Carpet Layer	26.99
23160 - Electrician Maintenance	32.02
23181 - Electronics Technician Maintenance I	33.48
23182 - Electronics Technician Maintenance II	34.95
23183 - Electronics Technician Maintenance III	36.16
23260 - Fabric Worker	25.55
23290 - Fire Alarm System Mechanic	29.16
23310 - Fire Extinguisher Repairer	24.08
23311 - Fuel Distribution System Mechanic	29.16
23312 - Fuel Distribution System Operator	24.08
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	29.71
23381 - Ground Support Equipment Servicer	26.03
23382 - Ground Support Equipment Worker	27.50
23391 - Gunsmith I	24.08
23392 - Gunsmith II	26.99
23393 - Gunsmith III	29.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	34.84
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	28.18
23470 - Laborer	14.82
23510 - Locksmith	28.18
23530 - Machinery Maintenance Mechanic	29.87
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	17.92
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	29.16
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	30.33
23810 - Plumber Maintenance	29.31
23820 - Pneudraulic Systems Mechanic	29.16
23850 - Rigger	29.16
23870 - Scale Mechanic	26.99
23890 - Sheet-Metal Worker Maintenance	35.42
23910 - Small Engine Mechanic	26.99
23931 - Telecommunications Mechanic I	31.93
23932 - Telecommunications Mechanic II	32.96
23950 - Telephone Lineman	29.16
23960 - Welder Combination Maintenance	26.32

23965 - Well Driller	32.28
23970 - Woodcraft Worker	29.16
23980 - Woodworker	24.08
24000 - Personal Needs Occupations	
24550 - Case Manager	17.26
24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	15.67
24610 - Chore Aide	14.12
24620 - Family Readiness And Support Services Coordinator	17.26
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.16
25040 - Sewage Plant Operator	33.69
25070 - Stationary Engineer	29.16
25190 - Ventilation Equipment Tender	22.64
25210 - Water Treatment Plant Operator	33.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	16.31
27008 - Corrections Officer	31.23
27010 - Court Security Officer	33.35
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	31.23
27070 - Firefighter	33.69
27101 - Guard I	16.31
27102 - Guard II	22.54
27131 - Police Officer I	35.43
27132 - Police Officer II	39.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.00
28042 - Carnival Equipment Repairer	17.03
28043 - Carnival Worker	12.90
28210 - Gate Attendant/Gate Tender	17.57
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	19.67
28510 - Recreation Aide/Health Facility Attendant	14.34
28515 - Recreation Specialist	24.37
28630 - Sports Official	15.65
28690 - Swimming Pool Operator	19.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		31.11
30051 - Cryogenic Technician I		29.11
30052 - Cryogenic Technician II		32.15
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		26.28
30210 - Laboratory Technician		25.04
30221 - Latent Fingerprint Technician I		29.11
30222 - Latent Fingerprint Technician II		32.15
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		35.62
30375 - Petroleum Supply Specialist		32.15
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		32.15
30461 - Technical Writer I		26.28
30462 - Technical Writer II		32.15
30463 - Technical Writer III		38.89
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		34.17
30502 - Weather Forecaster II		41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		18.95
31030 - Bus Driver		24.55
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		12.89
31290 - Shuttle Bus Driver		18.43

31310 - Taxi Driver	14.62
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	23.22
31364 - Truckdriver Tractor-Trailer	23.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.19
99095 - Embalmer	28.38
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	14.66
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	31.81
99310 - Mortician	28.38
99410 - Pest Controller	22.12
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	28.24
99711 - Recycling Specialist	32.41
99730 - Refuse Collector	26.13
99810 - Sales Clerk	14.02
99820 - School Crossing Guard	18.95
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5534
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Washington

Area: Washington County of Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.51
01012 - Accounting Clerk II		19.66
01013 - Accounting Clerk III		22.00
01020 - Administrative Assistant		31.91
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		15.26
01042 - Customer Service Representative II		17.15
01043 - Customer Service Representative III		18.72
01051 - Data Entry Operator I		19.57
01052 - Data Entry Operator II		21.34
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		15.76

01090 - Duplicating Machine Operator	15.76
01111 - General Clerk I	14.16
01112 - General Clerk II	15.45
01113 - General Clerk III	17.35
01120 - Housing Referral Assistant	22.07
01141 - Messenger Courier	13.25
01191 - Order Clerk I	16.76
01192 - Order Clerk II	18.30
01261 - Personnel Assistant (Employment) I	17.23
01262 - Personnel Assistant (Employment) II	19.27
01263 - Personnel Assistant (Employment) III	21.48
01270 - Production Control Clerk	21.10
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.69
01311 - Secretary I	17.69
01312 - Secretary II	19.80
01313 - Secretary III	22.07
01320 - Service Order Dispatcher	21.79
01410 - Supply Technician	31.91
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.31
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.14
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.64
07041 - Cook I	15.31
07042 - Cook II	17.16
07070 - Dishwasher	12.77
07130 - Food Service Worker	13.68
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.23
09040 - Furniture Handler	19.72
09080 - Furniture Refinisher	23.23
09090 - Furniture Refinisher Helper	20.41
09110 - Furniture Repairer Minor	21.79
09130 - Upholsterer	24.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.22
11060 - Elevator Operator	14.22
11090 - Gardener	20.62
11122 - Housekeeping Aide	16.71
11150 - Janitor	16.71
11210 - Laborer Grounds Maintenance	16.88
11240 - Maid or Houseman	13.51
11260 - Pruner	15.62
11270 - Tractor Operator	19.37
11330 - Trail Maintenance Worker	16.88
11360 - Window Cleaner	18.06
12000 - Health Occupations	
12010 - Ambulance Driver	34.24
12011 - Breath Alcohol Technician	31.44
12012 - Certified Occupational Therapist Assistant	34.01
12015 - Certified Physical Therapist Assistant	33.85
12020 - Dental Assistant	22.16
12025 - Dental Hygienist	46.93
12030 - EKG Technician	37.57
12035 - Electroneurodiagnostic Technologist	37.57
12040 - Emergency Medical Technician	34.24
12071 - Licensed Practical Nurse I	22.16
12072 - Licensed Practical Nurse II	24.80
12073 - Licensed Practical Nurse III	27.64
12100 - Medical Assistant	20.54
12130 - Medical Laboratory Technician	24.52
12160 - Medical Record Clerk	20.08
12190 - Medical Record Technician	22.46
12195 - Medical Transcriptionist	19.58
12210 - Nuclear Medicine Technologist	54.48
12221 - Nursing Assistant I	12.48
12222 - Nursing Assistant II	14.03
12223 - Nursing Assistant III	15.31
12224 - Nursing Assistant IV	17.19
12235 - Optical Dispenser	22.75
12236 - Optical Technician	21.11
12250 - Pharmacy Technician	21.75
12280 - Phlebotomist	20.10
12305 - Radiologic Technologist	33.82
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		38.94
12320 - Substance Abuse Treatment Counselor		23.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.20
13012 - Exhibits Specialist II		32.46
13013 - Exhibits Specialist III		39.70
13041 - Illustrator I		26.20
13042 - Illustrator II		32.46
13043 - Illustrator III		39.70
13047 - Librarian		35.95
13050 - Library Aide/Clerk		18.51
13054 - Library Information Technology Systems Administrator		32.46
13058 - Library Technician		23.20
13061 - Media Specialist I		23.42
13062 - Media Specialist II		26.20
13063 - Media Specialist III		29.21
13071 - Photographer I		21.29
13072 - Photographer II		23.82
13073 - Photographer III		29.51
13074 - Photographer IV		36.09
13075 - Photographer V		43.66
13090 - Technical Order Library Clerk		23.25
13110 - Video Teleconference Technician		22.66
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.19
14042 - Computer Operator II		21.48
14043 - Computer Operator III		23.94
14044 - Computer Operator IV		26.60
14045 - Computer Operator V		29.46
14071 - Computer Programmer I	(see 1)	26.92
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		19.19
14160 - Personal Computer Support Technician		26.60
14170 - System Support Specialist		32.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		33.83

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 26.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.44
15086 - Maintenance Test Pilot Rotary Wing 45.44
15088 - Non-Maintenance Test/Co-Pilot 45.44
15090 - Technical Instructor 28.59
15095 - Technical Instructor/Course Developer 34.97
15110 - Test Proctor 23.08
15120 - Tutor 23.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.92
16030 - Counter Attendant 15.92
16040 - Dry Cleaner 19.99
16070 - Finisher Flatwork Machine 15.92
16090 - Presser Hand 15.92
16110 - Presser Machine Drycleaning 15.92
16130 - Presser Machine Shirts 15.92
16160 - Presser Machine Wearing Apparel Laundry 15.92
16190 - Sewing Machine Operator 21.31
16220 - Tailor 22.61
16250 - Washer Machine 17.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.18
19040 - Tool And Die Maker 31.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.87
21030 - Material Coordinator 21.10
21040 - Material Expediter 21.10
21050 - Material Handling Laborer 15.41
21071 - Order Filler 14.87
21080 - Production Line Worker (Food Processing) 19.87
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 19.87
21410 - Warehouse Specialist 19.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.67
23019 - Aircraft Logs and Records Technician 26.03
23021 - Aircraft Mechanic I 29.71
23022 - Aircraft Mechanic II 30.67
23023 - Aircraft Mechanic III 31.57
23040 - Aircraft Mechanic Helper 23.07
23050 - Aircraft Painter 28.71
23060 - Aircraft Servicer 26.03
23070 - Aircraft Survival Flight Equipment Technician 28.71
23080 - Aircraft Worker 27.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.50

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.71
23110 - Appliance Mechanic 28.18
23120 - Bicycle Repairer 21.68
23125 - Cable Splicer 38.34
23130 - Carpenter Maintenance 30.42
23140 - Carpet Layer 26.99
23160 - Electrician Maintenance 32.02
23181 - Electronics Technician Maintenance I 33.48
23182 - Electronics Technician Maintenance II 34.95
23183 - Electronics Technician Maintenance III 36.16
23260 - Fabric Worker 25.55
23290 - Fire Alarm System Mechanic 29.16
23310 - Fire Extinguisher Repairer 24.08
23311 - Fuel Distribution System Mechanic 29.16
23312 - Fuel Distribution System Operator 24.08
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 29.71
23381 - Ground Support Equipment Servicer 26.03
23382 - Ground Support Equipment Worker 27.50
23391 - Gunsmith I 24.08
23392 - Gunsmith II 26.99
23393 - Gunsmith III 29.16
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.31
23430 - Heavy Equipment Mechanic 34.84
23440 - Heavy Equipment Operator 30.74
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 28.18
23470 - Laborer 14.82
23510 - Locksmith 28.18
23530 - Machinery Maintenance Mechanic 29.87
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 17.92
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.22
23593 - Metrology Technician III 31.11
23640 - Millwright 29.16
23710 - Office Appliance Repairer 25.88
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 30.33
23810 - Plumber Maintenance 29.31
23820 - Pneudraulic Systems Mechanic 29.16
23850 - Rigger 29.16
23870 - Scale Mechanic 26.99
23890 - Sheet-Metal Worker Maintenance 35.42
23910 - Small Engine Mechanic 26.99
23931 - Telecommunications Mechanic I 31.93

23932 - Telecommunications Mechanic II 32.96
23950 - Telephone Lineman 29.16
23960 - Welder Combination Maintenance 26.32
23965 - Well Driller 32.28
23970 - Woodcraft Worker 29.16
23980 - Woodworker 24.08
24000 - Personal Needs Occupations
24550 - Case Manager 17.26
24570 - Child Care Attendant 12.56
24580 - Child Care Center Clerk 15.67
24610 - Chore Aide 14.12
24620 - Family Readiness And Support Services Coordinator 17.26
24630 - Homemaker 18.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.16
25040 - Sewage Plant Operator 33.69
25070 - Stationary Engineer 29.16
25190 - Ventilation Equipment Tender 22.64
25210 - Water Treatment Plant Operator 33.69
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.98
27007 - Baggage Inspector 16.31
27008 - Corrections Officer 31.23
27010 - Court Security Officer 33.35
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 31.23
27070 - Firefighter 33.69
27101 - Guard I 16.31
27102 - Guard II 22.54
27131 - Police Officer I 35.43
27132 - Police Officer II 39.37
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.00
28042 - Carnival Equipment Repairer 17.03
28043 - Carnival Worker 12.90
28210 - Gate Attendant/Gate Tender 17.57
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 19.67
28510 - Recreation Aide/Health Facility Attendant 14.34
28515 - Recreation Specialist 24.37
28630 - Sports Official 15.65
28690 - Swimming Pool Operator 19.08
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.78
29020 - Hatch Tender 29.78
29030 - Line Handler 29.78
29041 - Stevedore I 28.19
29042 - Stevedore II 31.09
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 31.11
30051 - Cryogenic Technician I 29.11
30052 - Cryogenic Technician II 32.15
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 26.28
30210 - Laboratory Technician 25.04
30221 - Latent Fingerprint Technician I 29.11
30222 - Latent Fingerprint Technician II 32.15
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 35.62
30375 - Petroleum Supply Specialist 32.15
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 32.15
30461 - Technical Writer I 26.28
30462 - Technical Writer II 32.15
30463 - Technical Writer III 38.89
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 18.95
31030 - Bus Driver 24.55

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	12.89
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	14.62
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	23.22
31364 - Truckdriver Tractor-Trailer	23.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.19
99095 - Embalmer	28.38
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	14.66
99252 - Laboratory Animal Caretaker II	15.60
99260 - Marketing Analyst	31.81
99310 - Mortician	28.38
99410 - Pest Controller	22.12
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	28.24
99711 - Recycling Specialist	32.41
99730 - Refuse Collector	26.13
99810 - Sales Clerk	14.02
99820 - School Crossing Guard	18.95
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	24.31
99841 - Vending Machine Repairer	28.99
99842 - Vending Machine Repairer Helper	24.31

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

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.: 2015-5535
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: Washington

Area: Washington Counties of King Snohomish

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.19
01012 - Accounting Clerk II		20.42
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		31.83
01035 - Court Reporter		23.00
01041 - Customer Service Representative I		15.87
01042 - Customer Service Representative II		17.84
01043 - Customer Service Representative III		19.47
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		18.99
01060 - Dispatcher Motor Vehicle		24.63
01070 - Document Preparation Clerk		16.46
01090 - Duplicating Machine Operator		16.46
01111 - General Clerk I		16.17
01112 - General Clerk II		17.65

01113 - General Clerk III	19.81
01120 - Housing Referral Assistant	22.29
01141 - Messenger Courier	17.87
01191 - Order Clerk I	20.16
01192 - Order Clerk II	22.00
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	22.16
01270 - Production Control Clerk	23.71
01290 - Rental Clerk	17.66
01300 - Scheduler Maintenance	17.87
01311 - Secretary I	17.87
01312 - Secretary II	20.00
01313 - Secretary III	22.29
01320 - Service Order Dispatcher	21.38
01410 - Supply Technician	31.83
01420 - Survey Worker	20.11
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	19.75
01532 - Travel Clerk II	21.24
01533 - Travel Clerk III	22.75
01611 - Word Processor I	20.58
01612 - Word Processor II	23.10
01613 - Word Processor III	25.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.31
05010 - Automotive Electrician	23.39
05040 - Automotive Glass Installer	22.41
05070 - Automotive Worker	22.41
05110 - Mobile Equipment Servicer	20.00
05130 - Motor Equipment Metal Mechanic	24.20
05160 - Motor Equipment Metal Worker	22.41
05190 - Motor Vehicle Mechanic	24.20
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.41
05310 - Painter Automotive	23.39
05340 - Radiator Repair Specialist	22.41
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	24.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	18.05
07042 - Cook II	20.23
07070 - Dishwasher	14.37
07130 - Food Service Worker	15.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11

09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer Minor	20.52
09130 - Upholsterer	23.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.95
11060 - Elevator Operator	15.95
11090 - Gardener	22.33
11122 - Housekeeping Aide	16.82
11150 - Janitor	16.82
11210 - Laborer Grounds Maintenance	18.28
11240 - Maid or Houseman	14.72
11260 - Pruner	16.92
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	18.28
11360 - Window Cleaner	18.18
12000 - Health Occupations	
12010 - Ambulance Driver	30.49
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	29.96
12020 - Dental Assistant	22.84
12025 - Dental Hygienist	46.58
12030 - EKG Technician	32.30
12035 - Electroneurodiagnostic Technologist	32.30
12040 - Emergency Medical Technician	30.49
12071 - Licensed Practical Nurse I	23.07
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	22.57
12130 - Medical Laboratory Technician	27.95
12160 - Medical Record Clerk	21.92
12190 - Medical Record Technician	24.52
12195 - Medical Transcriptionist	21.12
12210 - Nuclear Medicine Technologist	48.86
12221 - Nursing Assistant I	12.74
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.63
12224 - Nursing Assistant IV	17.55
12235 - Optical Dispenser	26.47
12236 - Optical Technician	19.48
12250 - Pharmacy Technician	21.50
12280 - Phlebotomist	19.66
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		31.98
12320 - Substance Abuse Treatment Counselor		22.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		23.97
13042 - Illustrator II		27.87
13043 - Illustrator III		34.10
13047 - Librarian		37.55
13050 - Library Aide/Clerk		16.58
13054 - Library Information Technology Systems Administrator		33.91
13058 - Library Technician		23.39
13061 - Media Specialist I		24.47
13062 - Media Specialist II		27.38
13063 - Media Specialist III		30.51
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		20.83
13110 - Video Teleconference Technician		25.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.04
14042 - Computer Operator II		22.43
14043 - Computer Operator III		25.00
14044 - Computer Operator IV		27.78
14045 - Computer Operator V		30.77
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		20.04
14160 - Personal Computer Support Technician		27.78
14170 - System Support Specialist		39.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.85
15020 - Aircrew Training Devices Instructor (Rated)		42.16
15030 - Air Crew Training Devices Instructor (Pilot)		50.53
15050 - Computer Based Training Specialist / Instructor		34.85
15060 - Educational Technologist		33.45
15070 - Flight Instructor (Pilot)		50.53
15080 - Graphic Artist		33.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.53

15086 - Maintenance Test Pilot Rotary Wing 50.53
15088 - Non-Maintenance Test/Co-Pilot 50.53
15090 - Technical Instructor 31.02
15095 - Technical Instructor/Course Developer 37.95
15110 - Test Proctor 25.05
15120 - Tutor 25.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.53
19040 - Tool And Die Maker 35.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 23.71
21040 - Material Expediter 23.71
21050 - Material Handling Laborer 16.98
21071 - Order Filler 17.21
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 18.95
21130 - Shipping/Receiving Clerk 18.95
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.93
23019 - Aircraft Logs and Records Technician 29.65
23021 - Aircraft Mechanic I 33.83
23022 - Aircraft Mechanic II 34.93
23023 - Aircraft Mechanic III 35.96
23040 - Aircraft Mechanic Helper 26.27
23050 - Aircraft Painter 32.70
23060 - Aircraft Servicer 29.65
23070 - Aircraft Survival Flight Equipment Technician 32.70
23080 - Aircraft Worker 31.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.83
23110 - Appliance Mechanic 24.65

23120 - Bicycle Repairer	22.09
23125 - Cable Splicer	44.06
23130 - Carpenter Maintenance	30.51
23140 - Carpet Layer	24.79
23160 - Electrician Maintenance	36.01
23181 - Electronics Technician Maintenance I	35.32
23182 - Electronics Technician Maintenance II	36.87
23183 - Electronics Technician Maintenance III	38.15
23260 - Fabric Worker	28.40
23290 - Fire Alarm System Mechanic	27.30
23310 - Fire Extinguisher Repairer	26.96
23311 - Fuel Distribution System Mechanic	38.50
23312 - Fuel Distribution System Operator	31.92
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	33.83
23381 - Ground Support Equipment Servicer	29.65
23382 - Ground Support Equipment Worker	31.32
23391 - Gunsmith I	26.96
23392 - Gunsmith II	30.21
23393 - Gunsmith III	32.63
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.29
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	37.60
23460 - Instrument Mechanic	30.14
23465 - Laboratory/Shelter Mechanic	31.53
23470 - Laborer	16.98
23510 - Locksmith	28.47
23530 - Machinery Maintenance Mechanic	31.02
23550 - Machinist Maintenance	25.98
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	30.14
23592 - Metrology Technician II	31.12
23593 - Metrology Technician III	32.04
23640 - Millwright	38.46
23710 - Office Appliance Repairer	28.49
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	38.01
23810 - Plumber Maintenance	36.74
23820 - Pneudraulic Systems Mechanic	32.63
23850 - Rigger	31.90
23870 - Scale Mechanic	30.21
23890 - Sheet-Metal Worker Maintenance	31.24
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	31.91
23932 - Telecommunications Mechanic II	32.95
23950 - Telephone Lineman	30.80
23960 - Welder Combination Maintenance	26.78

23965 - Well Driller	34.15
23970 - Woodcraft Worker	32.63
23980 - Woodworker	26.96
24000 - Personal Needs Occupations	
24550 - Case Manager	19.53
24570 - Child Care Attendant	15.95
24580 - Child Care Center Clerk	19.89
24610 - Chore Aide	14.76
24620 - Family Readiness And Support Services Coordinator	19.53
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.43
25040 - Sewage Plant Operator	34.59
25070 - Stationary Engineer	35.43
25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant Operator	34.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.93
27007 - Baggage Inspector	18.14
27008 - Corrections Officer	29.94
27010 - Court Security Officer	35.61
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	29.94
27070 - Firefighter	41.27
27101 - Guard I	18.14
27102 - Guard II	22.54
27131 - Police Officer I	38.25
27132 - Police Officer II	42.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.43
28042 - Carnival Equipment Repairer	18.54
28043 - Carnival Worker	14.05
28210 - Gate Attendant/Gate Tender	19.87
28310 - Lifeguard	14.47
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health Facility Attendant	16.22
28515 - Recreation Specialist	27.54
28630 - Sports Official	17.70
28690 - Swimming Pool Operator	22.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.08
29020 - Hatch Tender	37.08
29030 - Line Handler	37.08
29041 - Stevedore I	35.09
29042 - Stevedore II	38.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		33.52
30051 - Cryogenic Technician I		29.57
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		26.70
30210 - Laboratory Technician		27.78
30221 - Latent Fingerprint Technician I		30.60
30222 - Latent Fingerprint Technician II		33.80
30240 - Mathematical Technician		33.95
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30375 - Petroleum Supply Specialist		32.66
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		28.43
30462 - Technical Writer II		34.77
30463 - Technical Writer III		42.06
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		34.17
30502 - Weather Forecaster II		41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		23.83
31030 - Bus Driver		30.87
31043 - Driver Courier		18.66
31260 - Parking and Lot Attendant		15.02
31290 - Shuttle Bus Driver		19.86

31310 - Taxi Driver	17.17
31361 - Truckdriver Light	19.86
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	25.43
31364 - Truckdriver Tractor-Trailer	25.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	14.34
99050 - Desk Clerk	14.54
99095 - Embalmer	29.76
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.28
99252 - Laboratory Animal Caretaker II	16.26
99260 - Marketing Analyst	40.95
99310 - Mortician	29.76
99410 - Pest Controller	24.72
99510 - Photofinishing Worker	22.81
99710 - Recycling Laborer	28.38
99711 - Recycling Specialist	32.58
99730 - Refuse Collector	26.26
99810 - Sales Clerk	15.72
99820 - School Crossing Guard	18.89
99830 - Survey Party Chief	34.33
99831 - Surveying Aide	19.69
99832 - Surveying Technician	26.99
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.16
99842 - Vending Machine Repairer Helper	18.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5536
Revision No.: 12
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington Counties of King Snohomish

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.19
01012 - Accounting Clerk II		20.42
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		31.83
01035 - Court Reporter		23.00
01041 - Customer Service Representative I		15.87
01042 - Customer Service Representative II		17.84
01043 - Customer Service Representative III		19.47
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		18.99
01060 - Dispatcher Motor Vehicle		24.63
01070 - Document Preparation Clerk		16.46

01090 - Duplicating Machine Operator	16.46
01111 - General Clerk I	16.17
01112 - General Clerk II	17.65
01113 - General Clerk III	19.81
01120 - Housing Referral Assistant	22.29
01141 - Messenger Courier	17.87
01191 - Order Clerk I	20.16
01192 - Order Clerk II	22.00
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	22.16
01270 - Production Control Clerk	23.71
01290 - Rental Clerk	17.66
01300 - Scheduler Maintenance	17.87
01311 - Secretary I	17.87
01312 - Secretary II	20.00
01313 - Secretary III	22.29
01320 - Service Order Dispatcher	21.38
01410 - Supply Technician	31.83
01420 - Survey Worker	20.11
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	19.75
01532 - Travel Clerk II	21.24
01533 - Travel Clerk III	22.75
01611 - Word Processor I	20.58
01612 - Word Processor II	23.10
01613 - Word Processor III	25.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.31
05010 - Automotive Electrician	23.39
05040 - Automotive Glass Installer	22.41
05070 - Automotive Worker	22.41
05110 - Mobile Equipment Servicer	20.00
05130 - Motor Equipment Metal Mechanic	24.20
05160 - Motor Equipment Metal Worker	22.41
05190 - Motor Vehicle Mechanic	24.20
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.41
05310 - Painter Automotive	23.39
05340 - Radiator Repair Specialist	22.41
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	24.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	18.05
07042 - Cook II	20.23
07070 - Dishwasher	14.37
07130 - Food Service Worker	15.19
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	15.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer Minor	20.52
09130 - Upholsterer	23.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.95
11060 - Elevator Operator	15.95
11090 - Gardener	22.33
11122 - Housekeeping Aide	16.82
11150 - Janitor	16.82
11210 - Laborer Grounds Maintenance	18.28
11240 - Maid or Houseman	14.72
11260 - Pruner	16.92
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	18.28
11360 - Window Cleaner	18.18
12000 - Health Occupations	
12010 - Ambulance Driver	30.49
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	29.96
12020 - Dental Assistant	22.84
12025 - Dental Hygienist	46.58
12030 - EKG Technician	32.30
12035 - Electroneurodiagnostic Technologist	32.30
12040 - Emergency Medical Technician	30.49
12071 - Licensed Practical Nurse I	23.07
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	22.57
12130 - Medical Laboratory Technician	27.95
12160 - Medical Record Clerk	21.92
12190 - Medical Record Technician	24.52
12195 - Medical Transcriptionist	21.12
12210 - Nuclear Medicine Technologist	48.86
12221 - Nursing Assistant I	12.74
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.63
12224 - Nursing Assistant IV	17.55
12235 - Optical Dispenser	26.47
12236 - Optical Technician	19.48
12250 - Pharmacy Technician	21.50
12280 - Phlebotomist	19.66
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		31.98
12320 - Substance Abuse Treatment Counselor		22.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		23.97
13042 - Illustrator II		27.87
13043 - Illustrator III		34.10
13047 - Librarian		37.55
13050 - Library Aide/Clerk		16.58
13054 - Library Information Technology Systems Administrator		33.91
13058 - Library Technician		23.39
13061 - Media Specialist I		24.47
13062 - Media Specialist II		27.38
13063 - Media Specialist III		30.51
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		20.83
13110 - Video Teleconference Technician		25.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.04
14042 - Computer Operator II		22.43
14043 - Computer Operator III		25.00
14044 - Computer Operator IV		27.78
14045 - Computer Operator V		30.77
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		20.04
14160 - Personal Computer Support Technician		27.78
14170 - System Support Specialist		39.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.85
15020 - Aircrew Training Devices Instructor (Rated)		42.16
15030 - Air Crew Training Devices Instructor (Pilot)		50.53
15050 - Computer Based Training Specialist / Instructor		34.85
15060 - Educational Technologist		33.45

15070 - Flight Instructor (Pilot) 50.53
15080 - Graphic Artist 33.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 50.53
15086 - Maintenance Test Pilot Rotary Wing 50.53
15088 - Non-Maintenance Test/Co-Pilot 50.53
15090 - Technical Instructor 31.02
15095 - Technical Instructor/Course Developer 37.95
15110 - Test Proctor 25.05
15120 - Tutor 25.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.53
19040 - Tool And Die Maker 35.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 23.71
21040 - Material Expediter 23.71
21050 - Material Handling Laborer 16.98
21071 - Order Filler 17.21
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 18.95
21130 - Shipping/Receiving Clerk 18.95
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.93
23019 - Aircraft Logs and Records Technician 29.65
23021 - Aircraft Mechanic I 33.83
23022 - Aircraft Mechanic II 34.93
23023 - Aircraft Mechanic III 35.96
23040 - Aircraft Mechanic Helper 26.27
23050 - Aircraft Painter 32.70
23060 - Aircraft Servicer 29.65
23070 - Aircraft Survival Flight Equipment Technician 32.70
23080 - Aircraft Worker 31.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.32

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.83
23110 - Appliance Mechanic 24.65
23120 - Bicycle Repairer 22.09
23125 - Cable Splicer 44.06
23130 - Carpenter Maintenance 30.51
23140 - Carpet Layer 24.79
23160 - Electrician Maintenance 36.01
23181 - Electronics Technician Maintenance I 35.32
23182 - Electronics Technician Maintenance II 36.87
23183 - Electronics Technician Maintenance III 38.15
23260 - Fabric Worker 28.40
23290 - Fire Alarm System Mechanic 27.30
23310 - Fire Extinguisher Repairer 26.96
23311 - Fuel Distribution System Mechanic 38.50
23312 - Fuel Distribution System Operator 31.92
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 33.83
23381 - Ground Support Equipment Servicer 29.65
23382 - Ground Support Equipment Worker 31.32
23391 - Gunsmith I 26.96
23392 - Gunsmith II 30.21
23393 - Gunsmith III 32.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 32.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.29
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 37.60
23460 - Instrument Mechanic 30.14
23465 - Laboratory/Shelter Mechanic 31.53
23470 - Laborer 16.98
23510 - Locksmith 28.47
23530 - Machinery Maintenance Mechanic 31.02
23550 - Machinist Maintenance 25.98
23580 - Maintenance Trades Helper 20.79
23591 - Metrology Technician I 30.14
23592 - Metrology Technician II 31.12
23593 - Metrology Technician III 32.04
23640 - Millwright 38.46
23710 - Office Appliance Repairer 28.49
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 38.01
23810 - Plumber Maintenance 36.74
23820 - Pneudraulic Systems Mechanic 32.63
23850 - Rigger 31.90
23870 - Scale Mechanic 30.21
23890 - Sheet-Metal Worker Maintenance 31.24
23910 - Small Engine Mechanic 24.79
23931 - Telecommunications Mechanic I 31.91

23932 - Telecommunications Mechanic II 32.95
23950 - Telephone Lineman 30.80
23960 - Welder Combination Maintenance 26.78
23965 - Well Driller 34.15
23970 - Woodcraft Worker 32.63
23980 - Woodworker 26.96
24000 - Personal Needs Occupations
24550 - Case Manager 19.53
24570 - Child Care Attendant 15.95
24580 - Child Care Center Clerk 19.89
24610 - Chore Aide 14.76
24620 - Family Readiness And Support Services Coordinator 19.53
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.43
25040 - Sewage Plant Operator 34.59
25070 - Stationary Engineer 35.43
25190 - Ventilation Equipment Tender 27.51
25210 - Water Treatment Plant Operator 34.59
27000 - Protective Service Occupations
27004 - Alarm Monitor 31.93
27007 - Baggage Inspector 18.14
27008 - Corrections Officer 29.94
27010 - Court Security Officer 35.61
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 29.94
27070 - Firefighter 41.27
27101 - Guard I 18.14
27102 - Guard II 22.54
27131 - Police Officer I 38.25
27132 - Police Officer II 42.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.43
28042 - Carnival Equipment Repairer 18.54
28043 - Carnival Worker 14.05
28210 - Gate Attendant/Gate Tender 19.87
28310 - Lifeguard 14.47
28350 - Park Attendant (Aide) 22.24
28510 - Recreation Aide/Health Facility Attendant 16.22
28515 - Recreation Specialist 27.54
28630 - Sports Official 17.70
28690 - Swimming Pool Operator 22.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 37.08
29020 - Hatch Tender 37.08
29030 - Line Handler 37.08
29041 - Stevedore I 35.09
29042 - Stevedore II 38.70
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 33.52
30051 - Cryogenic Technician I 29.57
30052 - Cryogenic Technician II 32.66
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 26.70
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 30.60
30222 - Latent Fingerprint Technician II 33.80
30240 - Mathematical Technician 33.95
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 41.93
30375 - Petroleum Supply Specialist 32.66
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 32.66
30461 - Technical Writer I 28.43
30462 - Technical Writer II 34.77
30463 - Technical Writer III 42.06
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 23.83
31030 - Bus Driver 30.87

31043 - Driver Courier	18.66
31260 - Parking and Lot Attendant	15.02
31290 - Shuttle Bus Driver	19.86
31310 - Taxi Driver	17.17
31361 - Truckdriver Light	19.86
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	25.43
31364 - Truckdriver Tractor-Trailer	25.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	14.34
99050 - Desk Clerk	14.54
99095 - Embalmer	29.76
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.28
99252 - Laboratory Animal Caretaker II	16.26
99260 - Marketing Analyst	40.95
99310 - Mortician	29.76
99410 - Pest Controller	24.72
99510 - Photofinishing Worker	22.81
99710 - Recycling Laborer	28.38
99711 - Recycling Specialist	32.58
99730 - Refuse Collector	26.26
99810 - Sales Clerk	15.72
99820 - School Crossing Guard	18.89
99830 - Survey Party Chief	34.33
99831 - Surveying Aide	19.69
99832 - Surveying Technician	26.99
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.16
99842 - Vending Machine Repairer Helper	18.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5537
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: Washington

Area: Washington Counties of Pend Oreille Spokane Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.43
01012 - Accounting Clerk II		17.32
01013 - Accounting Clerk III		19.38
01020 - Administrative Assistant		23.71
01035 - Court Reporter		18.51
01041 - Customer Service Representative I		14.12
01042 - Customer Service Representative II		15.88
01043 - Customer Service Representative III		17.32
01051 - Data Entry Operator I		15.05
01052 - Data Entry Operator II		16.42
01060 - Dispatcher Motor Vehicle		21.77
01070 - Document Preparation Clerk		16.45
01090 - Duplicating Machine Operator		16.45
01111 - General Clerk I		13.95
01112 - General Clerk II		15.22

01113 - General Clerk III 17.08
01120 - Housing Referral Assistant 20.63
01141 - Messenger Courier 16.59
01191 - Order Clerk I 15.64
01192 - Order Clerk II 17.06
01261 - Personnel Assistant (Employment) I 16.71
01262 - Personnel Assistant (Employment) II 18.69
01263 - Personnel Assistant (Employment) III 20.84
01270 - Production Control Clerk 24.49
01290 - Rental Clerk 16.48
01300 - Scheduler Maintenance 16.54
01311 - Secretary I 16.54
01312 - Secretary II 18.51
01313 - Secretary III 20.63
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 23.71
01420 - Survey Worker 15.57
01460 - Switchboard Operator/Receptionist 14.75
01531 - Travel Clerk I 16.67
01532 - Travel Clerk II 17.81
01533 - Travel Clerk III 19.06
01611 - Word Processor I 15.06
01612 - Word Processor II 16.91
01613 - Word Processor III 18.89
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 21.38
05040 - Automotive Glass Installer 20.23
05070 - Automotive Worker 20.23
05110 - Mobile Equipment Servicer 17.93
05130 - Motor Equipment Metal Mechanic 22.52
05160 - Motor Equipment Metal Worker 20.23
05190 - Motor Vehicle Mechanic 22.52
05220 - Motor Vehicle Mechanic Helper 16.79
05250 - Motor Vehicle Upholstery Worker 19.08
05280 - Motor Vehicle Wrecker 20.23
05310 - Painter Automotive 21.38
05340 - Radiator Repair Specialist 20.23
05370 - Tire Repairer 15.64
05400 - Transmission Repair Specialist 22.52
07000 - Food Preparation And Service Occupations
07010 - Baker 15.12
07041 - Cook I 16.35
07042 - Cook II 18.45
07070 - Dishwasher 12.44
07130 - Food Service Worker 13.74
07210 - Meat Cutter 19.19
07260 - Waiter/Waitress 13.95
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.43

09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.44
09130 - Upholsterer	18.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.03
11060 - Elevator Operator	14.03
11090 - Gardener	18.52
11122 - Housekeeping Aide	15.63
11150 - Janitor	15.63
11210 - Laborer Grounds Maintenance	14.96
11240 - Maid or Houseman	12.33
11260 - Pruner	13.71
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	17.05
12000 - Health Occupations	
12010 - Ambulance Driver	21.54
12011 - Breath Alcohol Technician	22.44
12012 - Certified Occupational Therapist Assistant	28.88
12015 - Certified Physical Therapist Assistant	26.49
12020 - Dental Assistant	19.89
12025 - Dental Hygienist	41.38
12030 - EKG Technician	30.78
12035 - Electroneurodiagnostic Technologist	30.78
12040 - Emergency Medical Technician	21.54
12071 - Licensed Practical Nurse I	22.04
12072 - Licensed Practical Nurse II	24.67
12073 - Licensed Practical Nurse III	27.50
12100 - Medical Assistant	17.63
12130 - Medical Laboratory Technician	24.35
12160 - Medical Record Clerk	18.76
12190 - Medical Record Technician	20.99
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	48.43
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	19.10
12236 - Optical Technician	20.00
12250 - Pharmacy Technician	19.35
12280 - Phlebotomist	18.42
12305 - Radiologic Technologist	32.15
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35

12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		30.55
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.88
13012 - Exhibits Specialist II		27.09
13013 - Exhibits Specialist III		33.15
13041 - Illustrator I		21.88
13042 - Illustrator II		27.09
13043 - Illustrator III		33.15
13047 - Librarian		30.01
13050 - Library Aide/Clerk		16.78
13054 - Library Information Technology Systems Administrator		27.09
13058 - Library Technician		18.60
13061 - Media Specialist I		19.55
13062 - Media Specialist II		21.88
13063 - Media Specialist III		24.39
13071 - Photographer I		17.40
13072 - Photographer II		19.47
13073 - Photographer III		24.07
13074 - Photographer IV		29.45
13075 - Photographer V		33.65
13090 - Technical Order Library Clerk		21.08
13110 - Video Teleconference Technician		21.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		27.57
14170 - System Support Specialist		35.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.80
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		30.38
15070 - Flight Instructor (Pilot)		37.80
15080 - Graphic Artist		22.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.50

15086 - Maintenance Test Pilot Rotary Wing 37.50
15088 - Non-Maintenance Test/Co-Pilot 37.50
15090 - Technical Instructor 28.42
15095 - Technical Instructor/Course Developer 34.77
15110 - Test Proctor 22.95
15120 - Tutor 22.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.56
19040 - Tool And Die Maker 28.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.31
21030 - Material Coordinator 24.49
21040 - Material Expediter 24.49
21050 - Material Handling Laborer 15.29
21071 - Order Filler 14.48
21080 - Production Line Worker (Food Processing) 19.31
21110 - Shipping Packer 17.06
21130 - Shipping/Receiving Clerk 17.06
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 19.31
21410 - Warehouse Specialist 19.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.66
23019 - Aircraft Logs and Records Technician 23.10
23021 - Aircraft Mechanic I 27.27
23022 - Aircraft Mechanic II 28.66
23023 - Aircraft Mechanic III 30.04
23040 - Aircraft Mechanic Helper 20.33
23050 - Aircraft Painter 25.70
23060 - Aircraft Servicer 23.10
23070 - Aircraft Survival Flight Equipment Technician 25.70
23080 - Aircraft Worker 24.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.27
23110 - Appliance Mechanic 19.38

23120 - Bicycle Repairer 21.01
23125 - Cable Splicer 42.72
23130 - Carpenter Maintenance 24.32
23140 - Carpet Layer 25.59
23160 - Electrician Maintenance 27.92
23181 - Electronics Technician Maintenance I 31.37
23182 - Electronics Technician Maintenance II 33.15
23183 - Electronics Technician Maintenance III 34.93
23260 - Fabric Worker 22.36
23290 - Fire Alarm System Mechanic 24.98
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 26.40
23312 - Fuel Distribution System Operator 21.01
23370 - General Maintenance Worker 19.26
23380 - Ground Support Equipment Mechanic 27.27
23381 - Ground Support Equipment Servicer 23.10
23382 - Ground Support Equipment Worker 24.50
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.40
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.67
23430 - Heavy Equipment Mechanic 27.17
23440 - Heavy Equipment Operator 28.74
23460 - Instrument Mechanic 26.40
23465 - Laboratory/Shelter Mechanic 25.06
23470 - Laborer 15.29
23510 - Locksmith 24.58
23530 - Machinery Maintenance Mechanic 25.38
23550 - Machinist Maintenance 20.27
23580 - Maintenance Trades Helper 15.13
23591 - Metrology Technician I 26.40
23592 - Metrology Technician II 27.75
23593 - Metrology Technician III 29.09
23640 - Millwright 25.72
23710 - Office Appliance Repairer 21.32
23760 - Painter Maintenance 20.03
23790 - Pipefitter Maintenance 26.71
23810 - Plumber Maintenance 25.36
23820 - Pneudraulic Systems Mechanic 26.40
23850 - Rigger 26.40
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 25.63
23910 - Small Engine Mechanic 18.30
23931 - Telecommunications Mechanic I 27.89
23932 - Telecommunications Mechanic II 29.32
23950 - Telephone Lineman 27.48
23960 - Welder Combination Maintenance 21.51

23965 - Well Driller	24.30
23970 - Woodcraft Worker	26.40
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24550 - Case Manager	17.04
24570 - Child Care Attendant	12.45
24580 - Child Care Center Clerk	15.53
24610 - Chore Aide	14.03
24620 - Family Readiness And Support Services Coordinator	17.04
24630 - Homemaker	17.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.99
25040 - Sewage Plant Operator	29.53
25070 - Stationary Engineer	30.99
25190 - Ventilation Equipment Tender	23.10
25210 - Water Treatment Plant Operator	29.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.67
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	27.09
27010 - Court Security Officer	30.70
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	27.09
27070 - Firefighter	32.22
27101 - Guard I	14.34
27102 - Guard II	17.58
27131 - Police Officer I	32.71
27132 - Police Officer II	36.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.28
28042 - Carnival Equipment Repairer	18.38
28043 - Carnival Worker	13.66
28210 - Gate Attendant/Gate Tender	15.70
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.57
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	21.76
28630 - Sports Official	13.99
28690 - Swimming Pool Operator	20.82
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.56
29020 - Hatch Tender	28.56
29030 - Line Handler	28.56
29041 - Stevedore I	26.94
29042 - Stevedore II	30.18
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		16.81
30022 - Archeological Technician II		18.80
30023 - Archeological Technician III		23.29
30030 - Cartographic Technician		23.29
30040 - Civil Engineering Technician		30.15
30051 - Cryogenic Technician I		24.18
30052 - Cryogenic Technician II		26.71
30061 - Drafter/CAD Operator I		16.81
30062 - Drafter/CAD Operator II		18.80
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.80
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.01
30084 - Engineering Technician IV		23.58
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.90
30090 - Environmental Technician		25.54
30095 - Evidence Control Specialist		21.83
30210 - Laboratory Technician		26.04
30221 - Latent Fingerprint Technician I		24.18
30222 - Latent Fingerprint Technician II		26.71
30240 - Mathematical Technician		23.29
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30375 - Petroleum Supply Specialist		26.71
30390 - Photo-Optics Technician		23.29
30395 - Radiation Control Technician		26.71
30461 - Technical Writer I		22.79
30462 - Technical Writer II		28.54
30463 - Technical Writer III		34.52
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		24.18
30502 - Weather Forecaster II		29.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		18.19
31030 - Bus Driver		23.97
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		12.75
31290 - Shuttle Bus Driver		17.50

31310 - Taxi Driver	14.99
31361 - Truckdriver Light	17.50
31362 - Truckdriver Medium	18.63
31363 - Truckdriver Heavy	24.03
31364 - Truckdriver Tractor-Trailer	24.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.10
99050 - Desk Clerk	13.54
99095 - Embalmer	27.77
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.26
99252 - Laboratory Animal Caretaker II	15.23
99260 - Marketing Analyst	26.62
99310 - Mortician	27.77
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	15.35
99710 - Recycling Laborer	23.01
99711 - Recycling Specialist	24.35
99730 - Refuse Collector	21.24
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	19.16
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer Helper	19.16

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.: 2015-5538
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Washington

Area: Washington Counties of Pend Oreille Spokane Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.43
01012 - Accounting Clerk II		17.32
01013 - Accounting Clerk III		19.38
01020 - Administrative Assistant		23.71
01035 - Court Reporter		18.51
01041 - Customer Service Representative I		14.12
01042 - Customer Service Representative II		15.88
01043 - Customer Service Representative III		17.32
01051 - Data Entry Operator I		15.05
01052 - Data Entry Operator II		16.42
01060 - Dispatcher Motor Vehicle		21.77
01070 - Document Preparation Clerk		16.45

01090 - Duplicating Machine Operator	16.45
01111 - General Clerk I	13.95
01112 - General Clerk II	15.22
01113 - General Clerk III	17.08
01120 - Housing Referral Assistant	20.63
01141 - Messenger Courier	16.59
01191 - Order Clerk I	15.64
01192 - Order Clerk II	17.06
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	16.48
01300 - Scheduler Maintenance	16.54
01311 - Secretary I	16.54
01312 - Secretary II	18.51
01313 - Secretary III	20.63
01320 - Service Order Dispatcher	19.45
01410 - Supply Technician	23.71
01420 - Survey Worker	15.57
01460 - Switchboard Operator/Receptionist	14.75
01531 - Travel Clerk I	16.67
01532 - Travel Clerk II	17.81
01533 - Travel Clerk III	19.06
01611 - Word Processor I	15.06
01612 - Word Processor II	16.91
01613 - Word Processor III	18.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	21.38
05040 - Automotive Glass Installer	20.23
05070 - Automotive Worker	20.23
05110 - Mobile Equipment Servicer	17.93
05130 - Motor Equipment Metal Mechanic	22.52
05160 - Motor Equipment Metal Worker	20.23
05190 - Motor Vehicle Mechanic	22.52
05220 - Motor Vehicle Mechanic Helper	16.79
05250 - Motor Vehicle Upholstery Worker	19.08
05280 - Motor Vehicle Wrecker	20.23
05310 - Painter Automotive	21.38
05340 - Radiator Repair Specialist	20.23
05370 - Tire Repairer	15.64
05400 - Transmission Repair Specialist	22.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	16.35
07042 - Cook II	18.45
07070 - Dishwasher	12.44
07130 - Food Service Worker	13.74
07210 - Meat Cutter	19.19

07260 - Waiter/Waitress	13.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.44
09130 - Upholsterer	18.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.03
11060 - Elevator Operator	14.03
11090 - Gardener	18.52
11122 - Housekeeping Aide	15.63
11150 - Janitor	15.63
11210 - Laborer Grounds Maintenance	14.96
11240 - Maid or Houseman	12.33
11260 - Pruner	13.71
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	14.96
11360 - Window Cleaner	17.05
12000 - Health Occupations	
12010 - Ambulance Driver	21.54
12011 - Breath Alcohol Technician	22.44
12012 - Certified Occupational Therapist Assistant	28.88
12015 - Certified Physical Therapist Assistant	26.49
12020 - Dental Assistant	19.89
12025 - Dental Hygienist	41.38
12030 - EKG Technician	30.78
12035 - Electroneurodiagnostic Technologist	30.78
12040 - Emergency Medical Technician	21.54
12071 - Licensed Practical Nurse I	22.04
12072 - Licensed Practical Nurse II	24.67
12073 - Licensed Practical Nurse III	27.50
12100 - Medical Assistant	17.63
12130 - Medical Laboratory Technician	24.35
12160 - Medical Record Clerk	18.76
12190 - Medical Record Technician	20.99
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	48.43
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	19.10
12236 - Optical Technician	20.00
12250 - Pharmacy Technician	19.35
12280 - Phlebotomist	18.42
12305 - Radiologic Technologist	32.15
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21

12313 - Registered Nurse II Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		30.55
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.88
13012 - Exhibits Specialist II		27.09
13013 - Exhibits Specialist III		33.15
13041 - Illustrator I		21.88
13042 - Illustrator II		27.09
13043 - Illustrator III		33.15
13047 - Librarian		30.01
13050 - Library Aide/Clerk		16.78
13054 - Library Information Technology Systems Administrator		27.09
13058 - Library Technician		18.60
13061 - Media Specialist I		19.55
13062 - Media Specialist II		21.88
13063 - Media Specialist III		24.39
13071 - Photographer I		17.40
13072 - Photographer II		19.47
13073 - Photographer III		24.07
13074 - Photographer IV		29.45
13075 - Photographer V		33.65
13090 - Technical Order Library Clerk		21.08
13110 - Video Teleconference Technician		21.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		27.57
14170 - System Support Specialist		35.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.80
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		30.38

15070 - Flight Instructor (Pilot) 37.80
15080 - Graphic Artist 22.86
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.50
15086 - Maintenance Test Pilot Rotary Wing 37.50
15088 - Non-Maintenance Test/Co-Pilot 37.50
15090 - Technical Instructor 28.42
15095 - Technical Instructor/Course Developer 34.77
15110 - Test Proctor 22.95
15120 - Tutor 22.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.56
19040 - Tool And Die Maker 28.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.31
21030 - Material Coordinator 24.49
21040 - Material Expediter 24.49
21050 - Material Handling Laborer 15.29
21071 - Order Filler 14.48
21080 - Production Line Worker (Food Processing) 19.31
21110 - Shipping Packer 17.06
21130 - Shipping/Receiving Clerk 17.06
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.84
21210 - Tools And Parts Attendant 19.31
21410 - Warehouse Specialist 19.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.66
23019 - Aircraft Logs and Records Technician 23.10
23021 - Aircraft Mechanic I 27.27
23022 - Aircraft Mechanic II 28.66
23023 - Aircraft Mechanic III 30.04
23040 - Aircraft Mechanic Helper 20.33
23050 - Aircraft Painter 25.70
23060 - Aircraft Servicer 23.10
23070 - Aircraft Survival Flight Equipment Technician 25.70
23080 - Aircraft Worker 24.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.50

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.27
II
23110 - Appliance Mechanic 19.38
23120 - Bicycle Repairer 21.01
23125 - Cable Splicer 42.72
23130 - Carpenter Maintenance 24.32
23140 - Carpet Layer 25.59
23160 - Electrician Maintenance 27.92
23181 - Electronics Technician Maintenance I 31.37
23182 - Electronics Technician Maintenance II 33.15
23183 - Electronics Technician Maintenance III 34.93
23260 - Fabric Worker 22.36
23290 - Fire Alarm System Mechanic 24.98
23310 - Fire Extinguisher Repairer 21.01
23311 - Fuel Distribution System Mechanic 26.40
23312 - Fuel Distribution System Operator 21.01
23370 - General Maintenance Worker 19.26
23380 - Ground Support Equipment Mechanic 27.27
23381 - Ground Support Equipment Servicer 23.10
23382 - Ground Support Equipment Worker 24.50
23391 - Gunsmith I 21.01
23392 - Gunsmith II 23.72
23393 - Gunsmith III 26.40
23410 - Heating Ventilation And Air-Conditioning 22.51
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.67
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.17
23440 - Heavy Equipment Operator 28.74
23460 - Instrument Mechanic 26.40
23465 - Laboratory/Shelter Mechanic 25.06
23470 - Laborer 15.29
23510 - Locksmith 24.58
23530 - Machinery Maintenance Mechanic 25.38
23550 - Machinist Maintenance 20.27
23580 - Maintenance Trades Helper 15.13
23591 - Metrology Technician I 26.40
23592 - Metrology Technician II 27.75
23593 - Metrology Technician III 29.09
23640 - Millwright 25.72
23710 - Office Appliance Repairer 21.32
23760 - Painter Maintenance 20.03
23790 - Pipefitter Maintenance 26.71
23810 - Plumber Maintenance 25.36
23820 - Pneudraulic Systems Mechanic 26.40
23850 - Rigger 26.40
23870 - Scale Mechanic 23.72
23890 - Sheet-Metal Worker Maintenance 25.63
23910 - Small Engine Mechanic 18.30
23931 - Telecommunications Mechanic I 27.89

23932 - Telecommunications Mechanic II 29.32
23950 - Telephone Lineman 27.48
23960 - Welder Combination Maintenance 21.51
23965 - Well Driller 24.30
23970 - Woodcraft Worker 26.40
23980 - Woodworker 21.01
24000 - Personal Needs Occupations
24550 - Case Manager 17.04
24570 - Child Care Attendant 12.45
24580 - Child Care Center Clerk 15.53
24610 - Chore Aide 14.03
24620 - Family Readiness And Support Services Coordinator 17.04
24630 - Homemaker 17.04
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.99
25040 - Sewage Plant Operator 29.53
25070 - Stationary Engineer 30.99
25190 - Ventilation Equipment Tender 23.10
25210 - Water Treatment Plant Operator 29.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.67
27007 - Baggage Inspector 14.34
27008 - Corrections Officer 27.09
27010 - Court Security Officer 30.70
27030 - Detection Dog Handler 17.58
27040 - Detention Officer 27.09
27070 - Firefighter 32.22
27101 - Guard I 14.34
27102 - Guard II 17.58
27131 - Police Officer I 32.71
27132 - Police Officer II 36.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.28
28042 - Carnival Equipment Repairer 18.38
28043 - Carnival Worker 13.66
28210 - Gate Attendant/Gate Tender 15.70
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.57
28510 - Recreation Aide/Health Facility Attendant 12.82
28515 - Recreation Specialist 21.76
28630 - Sports Official 13.99
28690 - Swimming Pool Operator 20.82
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.56
29020 - Hatch Tender 28.56
29030 - Line Handler 28.56
29041 - Stevedore I 26.94
29042 - Stevedore II 30.18
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		16.81
30022 - Archeological Technician II		18.80
30023 - Archeological Technician III		23.29
30030 - Cartographic Technician		23.29
30040 - Civil Engineering Technician		30.15
30051 - Cryogenic Technician I		24.18
30052 - Cryogenic Technician II		26.71
30061 - Drafter/CAD Operator I		16.81
30062 - Drafter/CAD Operator II		18.80
30063 - Drafter/CAD Operator III		20.97
30064 - Drafter/CAD Operator IV		25.80
30081 - Engineering Technician I		15.16
30082 - Engineering Technician II		16.93
30083 - Engineering Technician III		19.01
30084 - Engineering Technician IV		23.58
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.90
30090 - Environmental Technician		25.54
30095 - Evidence Control Specialist		21.83
30210 - Laboratory Technician		26.04
30221 - Latent Fingerprint Technician I		24.18
30222 - Latent Fingerprint Technician II		26.71
30240 - Mathematical Technician		23.29
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30375 - Petroleum Supply Specialist		26.71
30390 - Photo-Optics Technician		23.29
30395 - Radiation Control Technician		26.71
30461 - Technical Writer I		22.79
30462 - Technical Writer II		28.54
30463 - Technical Writer III		34.52
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		24.18
30502 - Weather Forecaster II		29.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.97
30621 - Weather Observer Senior	(see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		18.19
31030 - Bus Driver		23.97

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	12.75
31290 - Shuttle Bus Driver	17.50
31310 - Taxi Driver	14.99
31361 - Truckdriver Light	17.50
31362 - Truckdriver Medium	18.63
31363 - Truckdriver Heavy	24.03
31364 - Truckdriver Tractor-Trailer	24.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.10
99050 - Desk Clerk	13.54
99095 - Embalmer	27.77
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.26
99252 - Laboratory Animal Caretaker II	15.23
99260 - Marketing Analyst	26.62
99310 - Mortician	27.77
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	15.35
99710 - Recycling Laborer	23.01
99711 - Recycling Specialist	24.35
99730 - Refuse Collector	21.24
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	19.16
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer Helper	19.16

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

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.: 2015-5539
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: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.19
01012 - Accounting Clerk II		20.42
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		31.83
01035 - Court Reporter		21.53
01041 - Customer Service Representative I		15.87
01042 - Customer Service Representative II		17.84
01043 - Customer Service Representative III		19.47
01051 - Data Entry Operator I		16.97
01052 - Data Entry Operator II		18.52
01060 - Dispatcher Motor Vehicle		23.92
01070 - Document Preparation Clerk		17.28
01090 - Duplicating Machine Operator		17.28
01111 - General Clerk I		16.17
01112 - General Clerk II		17.65

01113 - General Clerk III	19.81
01120 - Housing Referral Assistant	22.29
01141 - Messenger Courier	17.87
01191 - Order Clerk I	19.35
01192 - Order Clerk II	21.12
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	22.16
01270 - Production Control Clerk	23.71
01290 - Rental Clerk	17.66
01300 - Scheduler Maintenance	17.87
01311 - Secretary I	17.87
01312 - Secretary II	20.00
01313 - Secretary III	22.29
01320 - Service Order Dispatcher	21.38
01410 - Supply Technician	31.83
01420 - Survey Worker	20.11
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.62
01532 - Travel Clerk II	19.20
01533 - Travel Clerk III	20.65
01611 - Word Processor I	20.07
01612 - Word Processor II	22.54
01613 - Word Processor III	25.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.03
05010 - Automotive Electrician	23.39
05040 - Automotive Glass Installer	22.41
05070 - Automotive Worker	22.41
05110 - Mobile Equipment Servicer	20.00
05130 - Motor Equipment Metal Mechanic	24.20
05160 - Motor Equipment Metal Worker	22.41
05190 - Motor Vehicle Mechanic	24.20
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.41
05310 - Painter Automotive	23.39
05340 - Radiator Repair Specialist	22.41
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	24.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	18.05
07042 - Cook II	20.23
07070 - Dishwasher	14.06
07130 - Food Service Worker	14.51
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	14.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.12

09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.01
09130 - Upholsterer	23.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.95
11060 - Elevator Operator	15.95
11090 - Gardener	22.33
11122 - Housekeeping Aide	16.82
11150 - Janitor	16.82
11210 - Laborer Grounds Maintenance	18.28
11240 - Maid or Houseman	14.52
11260 - Pruner	16.92
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	18.28
11360 - Window Cleaner	18.18
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	29.96
12020 - Dental Assistant	22.65
12025 - Dental Hygienist	46.58
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	23.07
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	22.57
12130 - Medical Laboratory Technician	27.67
12160 - Medical Record Clerk	21.68
12190 - Medical Record Technician	24.07
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	48.86
12221 - Nursing Assistant I	12.74
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.63
12224 - Nursing Assistant IV	17.55
12235 - Optical Dispenser	25.48
12236 - Optical Technician	19.48
12250 - Pharmacy Technician	21.50
12280 - Phlebotomist	19.66
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		31.98
12320 - Substance Abuse Treatment Counselor		22.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.24
13012 - Exhibits Specialist II		31.26
13013 - Exhibits Specialist III		38.24
13041 - Illustrator I		25.24
13042 - Illustrator II		31.26
13043 - Illustrator III		38.24
13047 - Librarian		37.55
13050 - Library Aide/Clerk		16.58
13054 - Library Information Technology Systems Administrator		33.91
13058 - Library Technician		23.39
13061 - Media Specialist I		24.47
13062 - Media Specialist II		27.38
13063 - Media Specialist III		30.51
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		20.83
13110 - Video Teleconference Technician		26.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.04
14042 - Computer Operator II		22.43
14043 - Computer Operator III		25.00
14044 - Computer Operator IV		27.78
14045 - Computer Operator V		30.77
14071 - Computer Programmer I		26.92
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		20.04
14160 - Personal Computer Support Technician		27.78
14170 - System Support Specialist		35.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.85
15020 - Aircrew Training Devices Instructor (Rated)		42.16
15030 - Air Crew Training Devices Instructor (Pilot)		50.53
15050 - Computer Based Training Specialist / Instructor		34.85
15060 - Educational Technologist		33.44
15070 - Flight Instructor (Pilot)		50.53
15080 - Graphic Artist		33.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.98

15086 - Maintenance Test Pilot Rotary Wing 48.98
15088 - Non-Maintenance Test/Co-Pilot 48.98
15090 - Technical Instructor 31.02
15095 - Technical Instructor/Course Developer 37.95
15110 - Test Proctor 25.05
15120 - Tutor 25.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.88
16030 - Counter Attendant 15.88
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.88
16090 - Presser Hand 15.88
16110 - Presser Machine Drycleaning 15.88
16130 - Presser Machine Shirts 15.88
16160 - Presser Machine Wearing Apparel Laundry 15.88
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.53
19040 - Tool And Die Maker 35.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.75
21030 - Material Coordinator 23.71
21040 - Material Expediter 23.71
21050 - Material Handling Laborer 16.98
21071 - Order Filler 17.21
21080 - Production Line Worker (Food Processing) 20.75
21110 - Shipping Packer 18.95
21130 - Shipping/Receiving Clerk 18.95
21140 - Store Worker I 18.02
21150 - Stock Clerk 22.75
21210 - Tools And Parts Attendant 20.75
21410 - Warehouse Specialist 20.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.93
23019 - Aircraft Logs and Records Technician 29.65
23021 - Aircraft Mechanic I 33.83
23022 - Aircraft Mechanic II 34.93
23023 - Aircraft Mechanic III 35.96
23040 - Aircraft Mechanic Helper 26.27
23050 - Aircraft Painter 32.70
23060 - Aircraft Servicer 29.65
23070 - Aircraft Survival Flight Equipment Technician 32.70
23080 - Aircraft Worker 31.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.83
23110 - Appliance Mechanic 24.65

23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	42.67
23130 - Carpenter Maintenance	30.51
23140 - Carpet Layer	24.79
23160 - Electrician Maintenance	34.29
23181 - Electronics Technician Maintenance I	35.32
23182 - Electronics Technician Maintenance II	36.87
23183 - Electronics Technician Maintenance III	38.15
23260 - Fabric Worker	28.59
23290 - Fire Alarm System Mechanic	27.30
23310 - Fire Extinguisher Repairer	26.96
23311 - Fuel Distribution System Mechanic	39.58
23312 - Fuel Distribution System Operator	32.70
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	33.83
23381 - Ground Support Equipment Servicer	29.65
23382 - Ground Support Equipment Worker	31.32
23391 - Gunsmith I	26.96
23392 - Gunsmith II	30.21
23393 - Gunsmith III	32.63
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.60
23430 - Heavy Equipment Mechanic	31.54
23440 - Heavy Equipment Operator	37.60
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	31.53
23470 - Laborer	16.98
23510 - Locksmith	28.76
23530 - Machinery Maintenance Mechanic	31.02
23550 - Machinist Maintenance	28.61
23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.32
23593 - Metrology Technician III	32.24
23640 - Millwright	33.31
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	38.01
23810 - Plumber Maintenance	36.74
23820 - Pneudraulic Systems Mechanic	32.63
23850 - Rigger	31.90
23870 - Scale Mechanic	30.21
23890 - Sheet-Metal Worker Maintenance	34.44
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	31.91
23932 - Telecommunications Mechanic II	32.95
23950 - Telephone Lineman	33.28
23960 - Welder Combination Maintenance	26.77

23965 - Well Driller	32.28
23970 - Woodcraft Worker	32.63
23980 - Woodworker	26.96
24000 - Personal Needs Occupations	
24550 - Case Manager	19.14
24570 - Child Care Attendant	14.89
24580 - Child Care Center Clerk	18.58
24610 - Chore Aide	14.76
24620 - Family Readiness And Support Services Coordinator	19.14
24630 - Homemaker	19.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.43
25040 - Sewage Plant Operator	34.59
25070 - Stationary Engineer	35.43
25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant Operator	34.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.93
27007 - Baggage Inspector	18.14
27008 - Corrections Officer	29.94
27010 - Court Security Officer	35.61
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	29.94
27070 - Firefighter	41.27
27101 - Guard I	18.14
27102 - Guard II	22.54
27131 - Police Officer I	37.74
27132 - Police Officer II	41.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.43
28042 - Carnival Equipment Repairer	18.54
28043 - Carnival Worker	14.05
28210 - Gate Attendant/Gate Tender	19.87
28310 - Lifeguard	14.47
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health Facility Attendant	16.22
28515 - Recreation Specialist	27.54
28630 - Sports Official	17.70
28690 - Swimming Pool Operator	20.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.08
29020 - Hatch Tender	37.08
29030 - Line Handler	37.08
29041 - Stevedore I	35.09
29042 - Stevedore II	38.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		33.52
30051 - Cryogenic Technician I		29.57
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		30.76
30095 - Evidence Control Specialist		26.70
30210 - Laboratory Technician		25.04
30221 - Latent Fingerprint Technician I		30.14
30222 - Latent Fingerprint Technician II		33.29
30240 - Mathematical Technician		33.95
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		36.96
30375 - Petroleum Supply Specialist		32.66
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		28.43
30462 - Technical Writer II		34.77
30463 - Technical Writer III		42.06
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		30.16
30502 - Weather Forecaster II		36.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		20.22
31030 - Bus Driver		26.20
31043 - Driver Courier		18.66
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.86

31310 - Taxi Driver	16.96
31361 - Truckdriver Light	19.86
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	25.43
31364 - Truckdriver Tractor-Trailer	25.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	14.34
99050 - Desk Clerk	14.54
99095 - Embalmer	29.76
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.28
99252 - Laboratory Animal Caretaker II	16.26
99260 - Marketing Analyst	29.87
99310 - Mortician	29.76
99410 - Pest Controller	24.72
99510 - Photofinishing Worker	16.72
99710 - Recycling Laborer	30.99
99711 - Recycling Specialist	35.57
99730 - Refuse Collector	28.68
99810 - Sales Clerk	15.72
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	20.93
99842 - Vending Machine Repairer Helper	17.90

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

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.: 2015-5540
Revision No.: 15
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.19
01012 - Accounting Clerk II		20.42
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		31.83
01035 - Court Reporter		21.53
01041 - Customer Service Representative I		15.87
01042 - Customer Service Representative II		17.84
01043 - Customer Service Representative III		19.47
01051 - Data Entry Operator I		16.97
01052 - Data Entry Operator II		18.52
01060 - Dispatcher Motor Vehicle		23.92
01070 - Document Preparation Clerk		17.28

01090 - Duplicating Machine Operator	17.28
01111 - General Clerk I	16.17
01112 - General Clerk II	17.65
01113 - General Clerk III	19.81
01120 - Housing Referral Assistant	22.29
01141 - Messenger Courier	17.87
01191 - Order Clerk I	19.35
01192 - Order Clerk II	21.12
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	22.16
01270 - Production Control Clerk	23.71
01290 - Rental Clerk	17.66
01300 - Scheduler Maintenance	17.87
01311 - Secretary I	17.87
01312 - Secretary II	20.00
01313 - Secretary III	22.29
01320 - Service Order Dispatcher	21.38
01410 - Supply Technician	31.83
01420 - Survey Worker	20.11
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.62
01532 - Travel Clerk II	19.20
01533 - Travel Clerk III	20.65
01611 - Word Processor I	20.07
01612 - Word Processor II	22.54
01613 - Word Processor III	25.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.03
05010 - Automotive Electrician	23.39
05040 - Automotive Glass Installer	22.41
05070 - Automotive Worker	22.41
05110 - Mobile Equipment Servicer	20.00
05130 - Motor Equipment Metal Mechanic	24.20
05160 - Motor Equipment Metal Worker	22.41
05190 - Motor Vehicle Mechanic	24.20
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.41
05310 - Painter Automotive	23.39
05340 - Radiator Repair Specialist	22.41
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	24.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	18.05
07042 - Cook II	20.23
07070 - Dishwasher	14.06
07130 - Food Service Worker	14.51
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	14.93
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.12
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.01
09130 - Upholsterer	23.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.95
11060 - Elevator Operator	15.95
11090 - Gardener	22.33
11122 - Housekeeping Aide	16.82
11150 - Janitor	16.82
11210 - Laborer Grounds Maintenance	18.28
11240 - Maid or Houseman	14.52
11260 - Pruner	16.92
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	18.28
11360 - Window Cleaner	18.18
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	29.96
12020 - Dental Assistant	22.65
12025 - Dental Hygienist	46.58
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	23.07
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	22.57
12130 - Medical Laboratory Technician	27.67
12160 - Medical Record Clerk	21.68
12190 - Medical Record Technician	24.07
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	48.86
12221 - Nursing Assistant I	12.74
12222 - Nursing Assistant II	14.32
12223 - Nursing Assistant III	15.63
12224 - Nursing Assistant IV	17.55
12235 - Optical Dispenser	25.48
12236 - Optical Technician	19.48
12250 - Pharmacy Technician	21.50
12280 - Phlebotomist	19.66
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		31.98
12320 - Substance Abuse Treatment Counselor		22.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.24
13012 - Exhibits Specialist II		31.26
13013 - Exhibits Specialist III		38.24
13041 - Illustrator I		25.24
13042 - Illustrator II		31.26
13043 - Illustrator III		38.24
13047 - Librarian		37.55
13050 - Library Aide/Clerk		16.58
13054 - Library Information Technology Systems Administrator		33.91
13058 - Library Technician		23.39
13061 - Media Specialist I		24.47
13062 - Media Specialist II		27.38
13063 - Media Specialist III		30.51
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		20.83
13110 - Video Teleconference Technician		26.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.04
14042 - Computer Operator II		22.43
14043 - Computer Operator III		25.00
14044 - Computer Operator IV		27.78
14045 - Computer Operator V		30.77
14071 - Computer Programmer I		26.92
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		20.04
14160 - Personal Computer Support Technician		27.78
14170 - System Support Specialist		35.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.85
15020 - Aircrew Training Devices Instructor (Rated)		42.16
15030 - Air Crew Training Devices Instructor (Pilot)		50.53
15050 - Computer Based Training Specialist / Instructor		34.85
15060 - Educational Technologist		33.44

15070 - Flight Instructor (Pilot)	50.53
15080 - Graphic Artist	33.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.98
15086 - Maintenance Test Pilot Rotary Wing	48.98
15088 - Non-Maintenance Test/Co-Pilot	48.98
15090 - Technical Instructor	31.02
15095 - Technical Instructor/Course Developer	37.95
15110 - Test Proctor	25.05
15120 - Tutor	25.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.88
16030 - Counter Attendant	15.88
16040 - Dry Cleaner	18.17
16070 - Finisher Flatwork Machine	15.88
16090 - Presser Hand	15.88
16110 - Presser Machine Drycleaning	15.88
16130 - Presser Machine Shirts	15.88
16160 - Presser Machine Wearing Apparel Laundry	15.88
16190 - Sewing Machine Operator	18.94
16220 - Tailor	19.70
16250 - Washer Machine	16.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.53
19040 - Tool And Die Maker	35.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.75
21030 - Material Coordinator	23.71
21040 - Material Expediter	23.71
21050 - Material Handling Laborer	16.98
21071 - Order Filler	17.21
21080 - Production Line Worker (Food Processing)	20.75
21110 - Shipping Packer	18.95
21130 - Shipping/Receiving Clerk	18.95
21140 - Store Worker I	18.02
21150 - Stock Clerk	22.75
21210 - Tools And Parts Attendant	20.75
21410 - Warehouse Specialist	20.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.93
23019 - Aircraft Logs and Records Technician	29.65
23021 - Aircraft Mechanic I	33.83
23022 - Aircraft Mechanic II	34.93
23023 - Aircraft Mechanic III	35.96
23040 - Aircraft Mechanic Helper	26.27
23050 - Aircraft Painter	32.70
23060 - Aircraft Servicer	29.65
23070 - Aircraft Survival Flight Equipment Technician	32.70
23080 - Aircraft Worker	31.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.32

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 33.83
II
23110 - Appliance Mechanic 24.65
23120 - Bicycle Repairer 19.71
23125 - Cable Splicer 42.67
23130 - Carpenter Maintenance 30.51
23140 - Carpet Layer 24.79
23160 - Electrician Maintenance 34.29
23181 - Electronics Technician Maintenance I 35.32
23182 - Electronics Technician Maintenance II 36.87
23183 - Electronics Technician Maintenance III 38.15
23260 - Fabric Worker 28.59
23290 - Fire Alarm System Mechanic 27.30
23310 - Fire Extinguisher Repairer 26.96
23311 - Fuel Distribution System Mechanic 39.58
23312 - Fuel Distribution System Operator 32.70
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 33.83
23381 - Ground Support Equipment Servicer 29.65
23382 - Ground Support Equipment Worker 31.32
23391 - Gunsmith I 26.96
23392 - Gunsmith II 30.21
23393 - Gunsmith III 32.63
23410 - Heating Ventilation And Air-Conditioning 32.55
Mechanic
23411 - Heating Ventilation And Air Contidioning 33.60
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.54
23440 - Heavy Equipment Operator 37.60
23460 - Instrument Mechanic 30.33
23465 - Laboratory/Shelter Mechanic 31.53
23470 - Laborer 16.98
23510 - Locksmith 28.76
23530 - Machinery Maintenance Mechanic 31.02
23550 - Machinist Maintenance 28.61
23580 - Maintenance Trades Helper 19.71
23591 - Metrology Technician I 30.33
23592 - Metrology Technician II 31.32
23593 - Metrology Technician III 32.24
23640 - Millwright 33.31
23710 - Office Appliance Repairer 25.88
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 38.01
23810 - Plumber Maintenance 36.74
23820 - Pneudraulic Systems Mechanic 32.63
23850 - Rigger 31.90
23870 - Scale Mechanic 30.21
23890 - Sheet-Metal Worker Maintenance 34.44
23910 - Small Engine Mechanic 23.95
23931 - Telecommunications Mechanic I 31.91

23932 - Telecommunications Mechanic II 32.95
23950 - Telephone Lineman 33.28
23960 - Welder Combination Maintenance 26.77
23965 - Well Driller 32.28
23970 - Woodcraft Worker 32.63
23980 - Woodworker 26.96
24000 - Personal Needs Occupations
24550 - Case Manager 19.14
24570 - Child Care Attendant 14.89
24580 - Child Care Center Clerk 18.58
24610 - Chore Aide 14.76
24620 - Family Readiness And Support Services Coordinator 19.14
24630 - Homemaker 19.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.43
25040 - Sewage Plant Operator 34.59
25070 - Stationary Engineer 35.43
25190 - Ventilation Equipment Tender 27.51
25210 - Water Treatment Plant Operator 34.59
27000 - Protective Service Occupations
27004 - Alarm Monitor 31.93
27007 - Baggage Inspector 18.14
27008 - Corrections Officer 29.94
27010 - Court Security Officer 35.61
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 29.94
27070 - Firefighter 41.27
27101 - Guard I 18.14
27102 - Guard II 22.54
27131 - Police Officer I 37.74
27132 - Police Officer II 41.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.43
28042 - Carnival Equipment Repairer 18.54
28043 - Carnival Worker 14.05
28210 - Gate Attendant/Gate Tender 19.87
28310 - Lifeguard 14.47
28350 - Park Attendant (Aide) 22.24
28510 - Recreation Aide/Health Facility Attendant 16.22
28515 - Recreation Specialist 27.54
28630 - Sports Official 17.70
28690 - Swimming Pool Operator 20.78
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 37.08
29020 - Hatch Tender 37.08
29030 - Line Handler 37.08
29041 - Stevedore I 35.09
29042 - Stevedore II 38.70
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 33.52
30051 - Cryogenic Technician I 29.57
30052 - Cryogenic Technician II 32.66
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 30.76
30095 - Evidence Control Specialist 26.70
30210 - Laboratory Technician 25.04
30221 - Latent Fingerprint Technician I 30.14
30222 - Latent Fingerprint Technician II 33.29
30240 - Mathematical Technician 33.95
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 36.96
30375 - Petroleum Supply Specialist 32.66
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 32.66
30461 - Technical Writer I 28.43
30462 - Technical Writer II 34.77
30463 - Technical Writer III 42.06
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.16
30502 - Weather Forecaster II 36.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 20.22
31030 - Bus Driver 26.20

31043 - Driver Courier	18.66
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.86
31310 - Taxi Driver	16.96
31361 - Truckdriver Light	19.86
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	25.43
31364 - Truckdriver Tractor-Trailer	25.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	14.34
99050 - Desk Clerk	14.54
99095 - Embalmer	29.76
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.28
99252 - Laboratory Animal Caretaker II	16.26
99260 - Marketing Analyst	29.87
99310 - Mortician	29.76
99410 - Pest Controller	24.72
99510 - Photofinishing Worker	16.72
99710 - Recycling Laborer	30.99
99711 - Recycling Specialist	35.57
99730 - Refuse Collector	28.68
99810 - Sales Clerk	15.72
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.55
99841 - Vending Machine Repairer	20.93
99842 - Vending Machine Repairer Helper	17.90

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

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.: 2015-5541
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: Washington

Area: Washington Counties of Chelan Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.60
01012 - Accounting Clerk II		17.51
01013 - Accounting Clerk III		19.59
01020 - Administrative Assistant		26.88
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.66
01043 - Customer Service Representative III		15.99
01051 - Data Entry Operator I		12.60
01052 - Data Entry Operator II		13.85
01060 - Dispatcher Motor Vehicle		19.45
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		14.07
01112 - General Clerk II		15.35

01113 - General Clerk III	17.24
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	11.94
01191 - Order Clerk I	16.70
01192 - Order Clerk II	18.22
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	23.58
01290 - Rental Clerk	15.94
01300 - Scheduler Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	18.02
01410 - Supply Technician	26.88
01420 - Survey Worker	16.82
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	14.42
01533 - Travel Clerk III	15.35
01611 - Word Processor I	13.75
01612 - Word Processor II	15.43
01613 - Word Processor III	17.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	22.07
05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	20.98
05110 - Mobile Equipment Servicer	18.72
05130 - Motor Equipment Metal Mechanic	23.18
05160 - Motor Equipment Metal Worker	20.98
05190 - Motor Vehicle Mechanic	23.18
05220 - Motor Vehicle Mechanic Helper	17.49
05250 - Motor Vehicle Upholstery Worker	19.83
05280 - Motor Vehicle Wrecker	20.98
05310 - Painter Automotive	22.07
05340 - Radiator Repair Specialist	20.98
05370 - Tire Repairer	15.99
05400 - Transmission Repair Specialist	23.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.40
07042 - Cook II	17.27
07070 - Dishwasher	12.72
07130 - Food Service Worker	12.90
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	13.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.45

09040 - Furniture Handler	18.90
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	21.84
09110 - Furniture Repairer Minor	24.64
09130 - Upholsterer	25.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.95
11060 - Elevator Operator	15.45
11090 - Gardener	20.87
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	16.86
11240 - Maid or Houseman	12.76
11260 - Pruner	15.46
11270 - Tractor Operator	19.55
11330 - Trail Maintenance Worker	16.86
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	22.21
12012 - Certified Occupational Therapist Assistant	30.90
12015 - Certified Physical Therapist Assistant	30.90
12020 - Dental Assistant	19.34
12025 - Dental Hygienist	47.85
12030 - EKG Technician	34.13
12035 - Electroneurodiagnostic Technologist	34.13
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	20.13
12072 - Licensed Practical Nurse II	22.53
12073 - Licensed Practical Nurse III	25.10
12100 - Medical Assistant	17.98
12130 - Medical Laboratory Technician	24.88
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.03
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine Technologist	49.49
12221 - Nursing Assistant I	12.11
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	24.43
12236 - Optical Technician	20.13
12250 - Pharmacy Technician	21.41
12280 - Phlebotomist	20.13
12305 - Radiologic Technologist	31.95
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35

12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		27.90
12320 - Substance Abuse Treatment Counselor		22.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.17
13012 - Exhibits Specialist II		28.69
13013 - Exhibits Specialist III		35.10
13041 - Illustrator I		23.17
13042 - Illustrator II		28.69
13043 - Illustrator III		35.10
13047 - Librarian		31.78
13050 - Library Aide/Clerk		17.07
13054 - Library Information Technology Systems Administrator		28.69
13058 - Library Technician		21.16
13061 - Media Specialist I		20.70
13062 - Media Specialist II		23.17
13063 - Media Specialist III		25.81
13071 - Photographer I		20.70
13072 - Photographer II		23.17
13073 - Photographer III		28.69
13074 - Photographer IV		35.10
13075 - Photographer V		40.72
13090 - Technical Order Library Clerk		20.61
13110 - Video Teleconference Technician		20.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	24.49
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		17.06
14160 - Personal Computer Support Technician		27.57
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.32
15020 - Aircrew Training Devices Instructor (Rated)		36.68
15030 - Air Crew Training Devices Instructor (Pilot)		43.96
15050 - Computer Based Training Specialist / Instructor		30.32
15060 - Educational Technologist		30.38
15070 - Flight Instructor (Pilot)		43.96
15080 - Graphic Artist		26.62
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.96

15086 - Maintenance Test Pilot Rotary Wing 43.96
15088 - Non-Maintenance Test/Co-Pilot 43.96
15090 - Technical Instructor 26.33
15095 - Technical Instructor/Course Developer 32.21
15110 - Test Proctor 21.65
15120 - Tutor 21.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.43
19040 - Tool And Die Maker 32.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.07
21030 - Material Coordinator 23.58
21040 - Material Expediter 23.58
21050 - Material Handling Laborer 14.93
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 19.07
21110 - Shipping Packer 15.87
21130 - Shipping/Receiving Clerk 15.87
21140 - Store Worker I 15.66
21150 - Stock Clerk 19.97
21210 - Tools And Parts Attendant 19.07
21410 - Warehouse Specialist 19.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.66
23019 - Aircraft Logs and Records Technician 24.72
23021 - Aircraft Mechanic I 29.16
23022 - Aircraft Mechanic II 30.66
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 21.84
23050 - Aircraft Painter 27.68
23060 - Aircraft Servicer 24.72
23070 - Aircraft Survival Flight Equipment Technician 27.68
23080 - Aircraft Worker 26.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.16
23110 - Appliance Mechanic 27.68

23120 - Bicycle Repairer	23.26
23125 - Cable Splicer	42.72
23130 - Carpenter Maintenance	21.29
23140 - Carpet Layer	26.07
23160 - Electrician Maintenance	30.28
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.68
23183 - Electronics Technician Maintenance III	29.16
23260 - Fabric Worker	24.72
23290 - Fire Alarm System Mechanic	28.81
23310 - Fire Extinguisher Repairer	23.26
23311 - Fuel Distribution System Mechanic	29.16
23312 - Fuel Distribution System Operator	23.26
23370 - General Maintenance Worker	19.48
23380 - Ground Support Equipment Mechanic	29.16
23381 - Ground Support Equipment Servicer	24.72
23382 - Ground Support Equipment Worker	26.20
23391 - Gunsmith I	23.26
23392 - Gunsmith II	26.20
23393 - Gunsmith III	29.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.33
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	28.21
23460 - Instrument Mechanic	29.16
23465 - Laboratory/Shelter Mechanic	27.68
23470 - Laborer	14.93
23510 - Locksmith	27.68
23530 - Machinery Maintenance Mechanic	25.69
23550 - Machinist Maintenance	21.93
23580 - Maintenance Trades Helper	20.97
23591 - Metrology Technician I	29.16
23592 - Metrology Technician II	30.66
23593 - Metrology Technician III	31.89
23640 - Millwright	32.32
23710 - Office Appliance Repairer	27.43
23760 - Painter Maintenance	18.56
23790 - Pipefitter Maintenance	32.04
23810 - Plumber Maintenance	30.50
23820 - Pneudraulic Systems Mechanic	29.16
23850 - Rigger	29.16
23870 - Scale Mechanic	26.20
23890 - Sheet-Metal Worker Maintenance	28.81
23910 - Small Engine Mechanic	25.50
23931 - Telecommunications Mechanic I	33.72
23932 - Telecommunications Mechanic II	35.26
23950 - Telephone Lineman	29.16
23960 - Welder Combination Maintenance	18.89

23965 - Well Driller	29.16
23970 - Woodcraft Worker	29.16
23980 - Woodworker	23.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.74
24570 - Child Care Attendant	12.27
24580 - Child Care Center Clerk	15.31
24610 - Chore Aide	14.49
24620 - Family Readiness And Support Services Coordinator	17.74
24630 - Homemaker	17.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.16
25040 - Sewage Plant Operator	29.39
25070 - Stationary Engineer	29.16
25190 - Ventilation Equipment Tender	21.84
25210 - Water Treatment Plant Operator	29.39
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.66
27007 - Baggage Inspector	15.72
27008 - Corrections Officer	27.35
27010 - Court Security Officer	27.53
27030 - Detection Dog Handler	17.59
27040 - Detention Officer	27.35
27070 - Firefighter	24.21
27101 - Guard I	15.72
27102 - Guard II	17.59
27131 - Police Officer I	34.99
27132 - Police Officer II	38.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.31
28042 - Carnival Equipment Repairer	18.38
28043 - Carnival Worker	13.70
28210 - Gate Attendant/Gate Tender	17.58
28310 - Lifeguard	15.67
28350 - Park Attendant (Aide)	19.68
28510 - Recreation Aide/Health Facility Attendant	14.36
28515 - Recreation Specialist	24.37
28630 - Sports Official	15.67
28690 - Swimming Pool Operator	20.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.20
29020 - Hatch Tender	26.20
29030 - Line Handler	26.20
29041 - Stevedore I	24.72
29042 - Stevedore II	27.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		20.01
30022 - Archeological Technician II		22.39
30023 - Archeological Technician III		27.73
30030 - Cartographic Technician		27.73
30040 - Civil Engineering Technician		27.85
30051 - Cryogenic Technician I		30.50
30052 - Cryogenic Technician II		33.69
30061 - Drafter/CAD Operator I		20.01
30062 - Drafter/CAD Operator II		22.39
30063 - Drafter/CAD Operator III		24.95
30064 - Drafter/CAD Operator IV		30.72
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		20.01
30083 - Engineering Technician III		22.39
30084 - Engineering Technician IV		27.73
30085 - Engineering Technician V		33.92
30086 - Engineering Technician VI		41.04
30090 - Environmental Technician		27.73
30095 - Evidence Control Specialist		27.54
30210 - Laboratory Technician		24.85
30221 - Latent Fingerprint Technician I		30.50
30222 - Latent Fingerprint Technician II		33.69
30240 - Mathematical Technician		27.73
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30375 - Petroleum Supply Specialist		33.69
30390 - Photo-Optics Technician		27.73
30395 - Radiation Control Technician		33.69
30461 - Technical Writer I		27.54
30462 - Technical Writer II		33.69
30463 - Technical Writer III		40.76
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		30.72
30502 - Weather Forecaster II		37.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.95
30621 - Weather Observer Senior	(see 2)	27.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.61
31030 - Bus Driver		19.26
31043 - Driver Courier		15.10
31260 - Parking and Lot Attendant		13.39
31290 - Shuttle Bus Driver		16.09

31310 - Taxi Driver	17.92
31361 - Truckdriver Light	16.09
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	20.41
31364 - Truckdriver Tractor-Trailer	20.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.56
99050 - Desk Clerk	13.54
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.54
99252 - Laboratory Animal Caretaker II	19.81
99260 - Marketing Analyst	24.78
99310 - Mortician	25.35
99410 - Pest Controller	24.15
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.52
99711 - Recycling Specialist	21.40
99730 - Refuse Collector	16.92
99810 - Sales Clerk	14.72
99820 - School Crossing Guard	16.92
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	20.66
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	20.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5542
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Washington

Area: Washington Counties of Chelan Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.60
01012 - Accounting Clerk II		17.51
01013 - Accounting Clerk III		19.59
01020 - Administrative Assistant		26.88
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		13.04
01042 - Customer Service Representative II		14.66
01043 - Customer Service Representative III		15.99
01051 - Data Entry Operator I		12.60
01052 - Data Entry Operator II		13.85
01060 - Dispatcher Motor Vehicle		19.45
01070 - Document Preparation Clerk		13.75

01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	14.07
01112 - General Clerk II	15.35
01113 - General Clerk III	17.24
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	11.94
01191 - Order Clerk I	16.70
01192 - Order Clerk II	18.22
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	23.58
01290 - Rental Clerk	15.94
01300 - Scheduler Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	18.02
01410 - Supply Technician	26.88
01420 - Survey Worker	16.82
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	13.44
01532 - Travel Clerk II	14.42
01533 - Travel Clerk III	15.35
01611 - Word Processor I	13.75
01612 - Word Processor II	15.43
01613 - Word Processor III	17.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	22.07
05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	20.98
05110 - Mobile Equipment Servicer	18.72
05130 - Motor Equipment Metal Mechanic	23.18
05160 - Motor Equipment Metal Worker	20.98
05190 - Motor Vehicle Mechanic	23.18
05220 - Motor Vehicle Mechanic Helper	17.49
05250 - Motor Vehicle Upholstery Worker	19.83
05280 - Motor Vehicle Wrecker	20.98
05310 - Painter Automotive	22.07
05340 - Radiator Repair Specialist	20.98
05370 - Tire Repairer	15.99
05400 - Transmission Repair Specialist	23.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.40
07042 - Cook II	17.27
07070 - Dishwasher	12.72
07130 - Food Service Worker	12.90
07210 - Meat Cutter	18.06

07260 - Waiter/Waitress	13.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.45
09040 - Furniture Handler	18.90
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	21.84
09110 - Furniture Repairer Minor	24.64
09130 - Upholsterer	25.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.95
11060 - Elevator Operator	15.45
11090 - Gardener	20.87
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	16.86
11240 - Maid or Houseman	12.76
11260 - Pruner	15.46
11270 - Tractor Operator	19.55
11330 - Trail Maintenance Worker	16.86
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	22.21
12012 - Certified Occupational Therapist Assistant	30.90
12015 - Certified Physical Therapist Assistant	30.90
12020 - Dental Assistant	19.34
12025 - Dental Hygienist	47.85
12030 - EKG Technician	34.13
12035 - Electroneurodiagnostic Technologist	34.13
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	20.13
12072 - Licensed Practical Nurse II	22.53
12073 - Licensed Practical Nurse III	25.10
12100 - Medical Assistant	17.98
12130 - Medical Laboratory Technician	24.88
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.03
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine Technologist	49.49
12221 - Nursing Assistant I	12.11
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	24.43
12236 - Optical Technician	20.13
12250 - Pharmacy Technician	21.41
12280 - Phlebotomist	20.13
12305 - Radiologic Technologist	31.95
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21

12313 - Registered Nurse II Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		27.90
12320 - Substance Abuse Treatment Counselor		22.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.17
13012 - Exhibits Specialist II		28.69
13013 - Exhibits Specialist III		35.10
13041 - Illustrator I		23.17
13042 - Illustrator II		28.69
13043 - Illustrator III		35.10
13047 - Librarian		31.78
13050 - Library Aide/Clerk		17.07
13054 - Library Information Technology Systems Administrator		28.69
13058 - Library Technician		21.16
13061 - Media Specialist I		20.70
13062 - Media Specialist II		23.17
13063 - Media Specialist III		25.81
13071 - Photographer I		20.70
13072 - Photographer II		23.17
13073 - Photographer III		28.69
13074 - Photographer IV		35.10
13075 - Photographer V		40.72
13090 - Technical Order Library Clerk		20.61
13110 - Video Teleconference Technician		20.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	24.49
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		17.06
14160 - Personal Computer Support Technician		27.57
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.32
15020 - Aircrew Training Devices Instructor (Rated)		36.68
15030 - Air Crew Training Devices Instructor (Pilot)		43.96
15050 - Computer Based Training Specialist / Instructor		30.32
15060 - Educational Technologist		30.38

15070 - Flight Instructor (Pilot) 43.96
15080 - Graphic Artist 26.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.96
15086 - Maintenance Test Pilot Rotary Wing 43.96
15088 - Non-Maintenance Test/Co-Pilot 43.96
15090 - Technical Instructor 26.33
15095 - Technical Instructor/Course Developer 32.21
15110 - Test Proctor 21.65
15120 - Tutor 21.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.43
19040 - Tool And Die Maker 32.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.07
21030 - Material Coordinator 23.58
21040 - Material Expediter 23.58
21050 - Material Handling Laborer 14.93
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 19.07
21110 - Shipping Packer 15.87
21130 - Shipping/Receiving Clerk 15.87
21140 - Store Worker I 15.66
21150 - Stock Clerk 19.97
21210 - Tools And Parts Attendant 19.07
21410 - Warehouse Specialist 19.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.66
23019 - Aircraft Logs and Records Technician 24.72
23021 - Aircraft Mechanic I 29.16
23022 - Aircraft Mechanic II 30.66
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 21.84
23050 - Aircraft Painter 27.68
23060 - Aircraft Servicer 24.72
23070 - Aircraft Survival Flight Equipment Technician 27.68
23080 - Aircraft Worker 26.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.20

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.16
23110 - Appliance Mechanic 27.68
23120 - Bicycle Repairer 23.26
23125 - Cable Splicer 42.72
23130 - Carpenter Maintenance 21.29
23140 - Carpet Layer 26.07
23160 - Electrician Maintenance 30.28
23181 - Electronics Technician Maintenance I 26.20
23182 - Electronics Technician Maintenance II 27.68
23183 - Electronics Technician Maintenance III 29.16
23260 - Fabric Worker 24.72
23290 - Fire Alarm System Mechanic 28.81
23310 - Fire Extinguisher Repairer 23.26
23311 - Fuel Distribution System Mechanic 29.16
23312 - Fuel Distribution System Operator 23.26
23370 - General Maintenance Worker 19.48
23380 - Ground Support Equipment Mechanic 29.16
23381 - Ground Support Equipment Servicer 24.72
23382 - Ground Support Equipment Worker 26.20
23391 - Gunsmith I 23.26
23392 - Gunsmith II 26.20
23393 - Gunsmith III 29.16
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.33
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 28.21
23460 - Instrument Mechanic 29.16
23465 - Laboratory/Shelter Mechanic 27.68
23470 - Laborer 14.93
23510 - Locksmith 27.68
23530 - Machinery Maintenance Mechanic 25.69
23550 - Machinist Maintenance 21.93
23580 - Maintenance Trades Helper 20.97
23591 - Metrology Technician I 29.16
23592 - Metrology Technician II 30.66
23593 - Metrology Technician III 31.89
23640 - Millwright 32.32
23710 - Office Appliance Repairer 27.43
23760 - Painter Maintenance 18.56
23790 - Pipefitter Maintenance 32.04
23810 - Plumber Maintenance 30.50
23820 - Pneudraulic Systems Mechanic 29.16
23850 - Rigger 29.16
23870 - Scale Mechanic 26.20
23890 - Sheet-Metal Worker Maintenance 28.81
23910 - Small Engine Mechanic 25.50
23931 - Telecommunications Mechanic I 33.72

23932 - Telecommunications Mechanic II 35.26
23950 - Telephone Lineman 29.16
23960 - Welder Combination Maintenance 18.89
23965 - Well Driller 29.16
23970 - Woodcraft Worker 29.16
23980 - Woodworker 23.26
24000 - Personal Needs Occupations
24550 - Case Manager 17.74
24570 - Child Care Attendant 12.27
24580 - Child Care Center Clerk 15.31
24610 - Chore Aide 14.49
24620 - Family Readiness And Support Services Coordinator 17.74
24630 - Homemaker 17.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.16
25040 - Sewage Plant Operator 29.39
25070 - Stationary Engineer 29.16
25190 - Ventilation Equipment Tender 21.84
25210 - Water Treatment Plant Operator 29.39
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.66
27007 - Baggage Inspector 15.72
27008 - Corrections Officer 27.35
27010 - Court Security Officer 27.53
27030 - Detection Dog Handler 17.59
27040 - Detention Officer 27.35
27070 - Firefighter 24.21
27101 - Guard I 15.72
27102 - Guard II 17.59
27131 - Police Officer I 34.99
27132 - Police Officer II 38.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.31
28042 - Carnival Equipment Repairer 18.38
28043 - Carnival Worker 13.70
28210 - Gate Attendant/Gate Tender 17.58
28310 - Lifeguard 15.67
28350 - Park Attendant (Aide) 19.68
28510 - Recreation Aide/Health Facility Attendant 14.36
28515 - Recreation Specialist 24.37
28630 - Sports Official 15.67
28690 - Swimming Pool Operator 20.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.20
29020 - Hatch Tender 26.20
29030 - Line Handler 26.20
29041 - Stevedore I 24.72
29042 - Stevedore II 27.68
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.01
30022 - Archeological Technician II 22.39
30023 - Archeological Technician III 27.73
30030 - Cartographic Technician 27.73
30040 - Civil Engineering Technician 27.85
30051 - Cryogenic Technician I 30.50
30052 - Cryogenic Technician II 33.69
30061 - Drafter/CAD Operator I 20.01
30062 - Drafter/CAD Operator II 22.39
30063 - Drafter/CAD Operator III 24.95
30064 - Drafter/CAD Operator IV 30.72
30081 - Engineering Technician I 17.82
30082 - Engineering Technician II 20.01
30083 - Engineering Technician III 22.39
30084 - Engineering Technician IV 27.73
30085 - Engineering Technician V 33.92
30086 - Engineering Technician VI 41.04
30090 - Environmental Technician 27.73
30095 - Evidence Control Specialist 27.54
30210 - Laboratory Technician 24.85
30221 - Latent Fingerprint Technician I 30.50
30222 - Latent Fingerprint Technician II 33.69
30240 - Mathematical Technician 27.73
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.33
30363 - Paralegal/Legal Assistant III 29.77
30364 - Paralegal/Legal Assistant IV 36.02
30375 - Petroleum Supply Specialist 33.69
30390 - Photo-Optics Technician 27.73
30395 - Radiation Control Technician 33.69
30461 - Technical Writer I 27.54
30462 - Technical Writer II 33.69
30463 - Technical Writer III 40.76
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 30.72
30502 - Weather Forecaster II 37.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.95
30621 - Weather Observer Senior (see 2) 27.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.61
31030 - Bus Driver 19.26

31043 - Driver Courier	15.10
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	17.92
31361 - Truckdriver Light	16.09
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	20.41
31364 - Truckdriver Tractor-Trailer	20.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	13.56
99050 - Desk Clerk	13.54
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.54
99252 - Laboratory Animal Caretaker II	19.81
99260 - Marketing Analyst	24.78
99310 - Mortician	25.35
99410 - Pest Controller	24.15
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.52
99711 - Recycling Specialist	21.40
99730 - Refuse Collector	16.92
99810 - Sales Clerk	14.72
99820 - School Crossing Guard	16.92
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	20.66
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	20.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5543
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: Washington

Area: Washington County of Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.07
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		18.93
01020 - Administrative Assistant		25.96
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.39
01042 - Customer Service Representative II		16.18
01043 - Customer Service Representative III		17.65
01051 - Data Entry Operator I		16.03
01052 - Data Entry Operator II		17.49
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		14.23
01090 - Duplicating Machine Operator		14.23
01111 - General Clerk I		14.16
01112 - General Clerk II		15.45

01113 - General Clerk III	17.34
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	15.03
01192 - Order Clerk II	16.41
01261 - Personnel Assistant (Employment) I	17.79
01262 - Personnel Assistant (Employment) II	19.91
01263 - Personnel Assistant (Employment) III	22.20
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	15.00
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	25.96
01420 - Survey Worker	17.45
01460 - Switchboard Operator/Receptionist	15.60
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.76
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	16.47
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.92
07042 - Cook II	18.58
07070 - Dishwasher	12.62
07130 - Food Service Worker	12.69
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54

09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.11
11060 - Elevator Operator	16.03
11090 - Gardener	20.81
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.47
11240 - Maid or Houseman	12.77
11260 - Pruner	13.74
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.47
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	32.22
12015 - Certified Physical Therapist Assistant	30.21
12020 - Dental Assistant	18.44
12025 - Dental Hygienist	44.71
12030 - EKG Technician	35.59
12035 - Electroneurodiagnostic Technologist	35.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	20.99
12072 - Licensed Practical Nurse II	23.48
12073 - Licensed Practical Nurse III	26.18
12100 - Medical Assistant	17.70
12130 - Medical Laboratory Technician	25.78
12160 - Medical Record Clerk	16.49
12190 - Medical Record Technician	18.45
12195 - Medical Transcriptionist	20.99
12210 - Nuclear Medicine Technologist	51.60
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	19.63
12236 - Optical Technician	20.99
12250 - Pharmacy Technician	20.66
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	31.19
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III Anesthetist	43.68

12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		29.09
12320 - Substance Abuse Treatment Counselor		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.85
13012 - Exhibits Specialist II		28.30
13013 - Exhibits Specialist III		34.62
13041 - Illustrator I		22.85
13042 - Illustrator II		28.30
13043 - Illustrator III		34.62
13047 - Librarian		31.35
13050 - Library Aide/Clerk		18.19
13054 - Library Information Technology Systems Administrator		28.30
13058 - Library Technician		21.90
13061 - Media Specialist I		20.42
13062 - Media Specialist II		22.85
13063 - Media Specialist III		25.46
13071 - Photographer I		20.42
13072 - Photographer II		22.85
13073 - Photographer III		28.30
13074 - Photographer IV		34.62
13075 - Photographer V		41.88
13090 - Technical Order Library Clerk		20.77
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
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		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		34.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.86

15086 - Maintenance Test Pilot Rotary Wing 38.86
15088 - Non-Maintenance Test/Co-Pilot 38.86
15090 - Technical Instructor 28.36
15095 - Technical Instructor/Course Developer 32.54
15110 - Test Proctor 21.49
15120 - Tutor 21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.56
16030 - Counter Attendant 17.56
16040 - Dry Cleaner 20.47
16070 - Finisher Flatwork Machine 17.56
16090 - Presser Hand 17.56
16110 - Presser Machine Drycleaning 17.56
16130 - Presser Machine Shirts 17.56
16160 - Presser Machine Wearing Apparel Laundry 17.56
16190 - Sewing Machine Operator 21.31
16220 - Tailor 22.16
16250 - Washer Machine 18.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.95
19040 - Tool And Die Maker 29.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.29
21030 - Material Coordinator 26.54
21040 - Material Expediter 26.54
21050 - Material Handling Laborer 13.50
21071 - Order Filler 14.80
21080 - Production Line Worker (Food Processing) 17.29
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.75
21150 - Stock Clerk 17.78
21210 - Tools And Parts Attendant 17.29
21410 - Warehouse Specialist 17.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.36
23019 - Aircraft Logs and Records Technician 20.38
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.36
23023 - Aircraft Mechanic III 27.91
23040 - Aircraft Mechanic Helper 17.80
23050 - Aircraft Painter 23.48
23060 - Aircraft Servicer 20.38
23070 - Aircraft Survival Flight Equipment Technician 23.48
23080 - Aircraft Worker 21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 23.48

23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	40.03
23130 - Carpenter Maintenance	25.51
23140 - Carpet Layer	21.92
23160 - Electrician Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	25.04
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.38
23382 - Ground Support Equipment Worker	21.92
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.92
23393 - Gunsmith III	25.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.15
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	26.15
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.48
23470 - Laborer	13.50
23510 - Locksmith	23.09
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	22.88
23580 - Maintenance Trades Helper	17.23
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	23.09
23760 - Painter Maintenance	20.78
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	25.04
23850 - Rigger	25.04
23870 - Scale Mechanic	21.92
23890 - Sheet-Metal Worker Maintenance	30.57
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic I	30.81
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	25.04
23960 - Welder Combination Maintenance	21.15

23965 - Well Driller	25.04
23970 - Woodcraft Worker	25.04
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	16.33
24570 - Child Care Attendant	12.24
24580 - Child Care Center Clerk	15.27
24610 - Chore Aide	14.36
24620 - Family Readiness And Support Services Coordinator	16.33
24630 - Homemaker	16.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	24.90
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.55
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	30.41
27010 - Court Security Officer	30.54
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	30.41
27070 - Firefighter	30.70
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	33.22
27132 - Police Officer II	36.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.74
28042 - Carnival Equipment Repairer	19.35
28043 - Carnival Worker	13.35
28210 - Gate Attendant/Gate Tender	18.65
28310 - Lifeguard	13.20
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.11
28515 - Recreation Specialist	25.65
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	22.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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 24.07
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 26.04
30051 - Cryogenic Technician I 25.63
30052 - Cryogenic Technician II 28.31
30061 - Drafter/CAD Operator I 16.70
30062 - Drafter/CAD Operator II 18.69
30063 - Drafter/CAD Operator III 20.83
30064 - Drafter/CAD Operator IV 25.63
30081 - Engineering Technician I 16.35
30082 - Engineering Technician II 18.35
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.43
30085 - Engineering Technician V 31.11
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 23.15
30095 - Evidence Control Specialist 23.15
30210 - Laboratory Technician 23.90
30221 - Latent Fingerprint Technician I 25.63
30222 - Latent Fingerprint Technician II 28.31
30240 - Mathematical Technician 23.15
30361 - Paralegal/Legal Assistant I 19.25
30362 - Paralegal/Legal Assistant II 23.84
30363 - Paralegal/Legal Assistant III 29.17
30364 - Paralegal/Legal Assistant IV 35.29
30375 - Petroleum Supply Specialist 28.31
30390 - Photo-Optics Technician 22.36
30395 - Radiation Control Technician 28.31
30461 - Technical Writer I 23.15
30462 - Technical Writer II 28.31
30463 - Technical Writer III 34.26
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 25.63
30502 - Weather Forecaster II 31.18
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.83
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.73
31030 - Bus Driver 21.48
31043 - Driver Courier 15.68
31260 - Parking and Lot Attendant 13.34
31290 - Shuttle Bus Driver 17.11

31310 - Taxi Driver	13.40
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.79
99050 - Desk Clerk	12.91
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.16
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	25.20
99310 - Mortician	25.35
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	26.38
99730 - Refuse Collector	19.28
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	14.76
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.96
99842 - Vending Machine Repairer Helper	19.61

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 5 years 4 weeks after 10 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.: 2015-5544
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Washington

Area: Washington County of Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.07
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		18.93
01020 - Administrative Assistant		25.96
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.39
01042 - Customer Service Representative II		16.18
01043 - Customer Service Representative III		17.65
01051 - Data Entry Operator I		16.03
01052 - Data Entry Operator II		17.49
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		14.23

01090 - Duplicating Machine Operator	14.23
01111 - General Clerk I	14.16
01112 - General Clerk II	15.45
01113 - General Clerk III	17.34
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	15.03
01192 - Order Clerk II	16.41
01261 - Personnel Assistant (Employment) I	17.79
01262 - Personnel Assistant (Employment) II	19.91
01263 - Personnel Assistant (Employment) III	22.20
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	15.00
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	25.96
01420 - Survey Worker	17.45
01460 - Switchboard Operator/Receptionist	15.60
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.76
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	16.47
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	15.92
07042 - Cook II	18.58
07070 - Dishwasher	12.62
07130 - Food Service Worker	12.69
07210 - Meat Cutter	18.06

07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.11
11060 - Elevator Operator	16.03
11090 - Gardener	20.81
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.47
11240 - Maid or Houseman	12.77
11260 - Pruner	13.74
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.47
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	32.22
12015 - Certified Physical Therapist Assistant	30.21
12020 - Dental Assistant	18.44
12025 - Dental Hygienist	44.71
12030 - EKG Technician	35.59
12035 - Electroneurodiagnostic Technologist	35.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	20.99
12072 - Licensed Practical Nurse II	23.48
12073 - Licensed Practical Nurse III	26.18
12100 - Medical Assistant	17.70
12130 - Medical Laboratory Technician	25.78
12160 - Medical Record Clerk	16.49
12190 - Medical Record Technician	18.45
12195 - Medical Transcriptionist	20.99
12210 - Nuclear Medicine Technologist	51.60
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	19.63
12236 - Optical Technician	20.99
12250 - Pharmacy Technician	20.66
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	31.19
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10

12313 - Registered Nurse II Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		29.09
12320 - Substance Abuse Treatment Counselor		19.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.85
13012 - Exhibits Specialist II		28.30
13013 - Exhibits Specialist III		34.62
13041 - Illustrator I		22.85
13042 - Illustrator II		28.30
13043 - Illustrator III		34.62
13047 - Librarian		31.35
13050 - Library Aide/Clerk		18.19
13054 - Library Information Technology Systems Administrator		28.30
13058 - Library Technician		21.90
13061 - Media Specialist I		20.42
13062 - Media Specialist II		22.85
13063 - Media Specialist III		25.46
13071 - Photographer I		20.42
13072 - Photographer II		22.85
13073 - Photographer III		28.30
13074 - Photographer IV		34.62
13075 - Photographer V		41.88
13090 - Technical Order Library Clerk		20.77
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
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		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		34.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11

15070 - Flight Instructor (Pilot) 44.39
15080 - Graphic Artist 21.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.86
15086 - Maintenance Test Pilot Rotary Wing 38.86
15088 - Non-Maintenance Test/Co-Pilot 38.86
15090 - Technical Instructor 28.36
15095 - Technical Instructor/Course Developer 32.54
15110 - Test Proctor 21.49
15120 - Tutor 21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.56
16030 - Counter Attendant 17.56
16040 - Dry Cleaner 20.47
16070 - Finisher Flatwork Machine 17.56
16090 - Presser Hand 17.56
16110 - Presser Machine Drycleaning 17.56
16130 - Presser Machine Shirts 17.56
16160 - Presser Machine Wearing Apparel Laundry 17.56
16190 - Sewing Machine Operator 21.31
16220 - Tailor 22.16
16250 - Washer Machine 18.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.95
19040 - Tool And Die Maker 29.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.29
21030 - Material Coordinator 26.54
21040 - Material Expediter 26.54
21050 - Material Handling Laborer 13.50
21071 - Order Filler 14.80
21080 - Production Line Worker (Food Processing) 17.29
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 13.75
21150 - Stock Clerk 17.78
21210 - Tools And Parts Attendant 17.29
21410 - Warehouse Specialist 17.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.36
23019 - Aircraft Logs and Records Technician 20.38
23021 - Aircraft Mechanic I 25.04
23022 - Aircraft Mechanic II 26.36
23023 - Aircraft Mechanic III 27.91
23040 - Aircraft Mechanic Helper 17.80
23050 - Aircraft Painter 23.48
23060 - Aircraft Servicer 20.38
23070 - Aircraft Survival Flight Equipment Technician 23.48
23080 - Aircraft Worker 21.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.04
23110 - Appliance Mechanic 23.48
23120 - Bicycle Repairer 18.48
23125 - Cable Splicer 40.03
23130 - Carpenter Maintenance 25.51
23140 - Carpet Layer 21.92
23160 - Electrician Maintenance 30.09
23181 - Electronics Technician Maintenance I 26.22
23182 - Electronics Technician Maintenance II 28.08
23183 - Electronics Technician Maintenance III 29.95
23260 - Fabric Worker 20.38
23290 - Fire Alarm System Mechanic 25.04
23310 - Fire Extinguisher Repairer 18.79
23311 - Fuel Distribution System Mechanic 25.43
23312 - Fuel Distribution System Operator 19.09
23370 - General Maintenance Worker 19.82
23380 - Ground Support Equipment Mechanic 25.04
23381 - Ground Support Equipment Servicer 20.38
23382 - Ground Support Equipment Worker 21.92
23391 - Gunsmith I 18.79
23392 - Gunsmith II 21.92
23393 - Gunsmith III 25.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.15
23430 - Heavy Equipment Mechanic 25.42
23440 - Heavy Equipment Operator 26.15
23460 - Instrument Mechanic 26.61
23465 - Laboratory/Shelter Mechanic 23.48
23470 - Laborer 13.50
23510 - Locksmith 23.09
23530 - Machinery Maintenance Mechanic 25.56
23550 - Machinist Maintenance 22.88
23580 - Maintenance Trades Helper 17.23
23591 - Metrology Technician I 26.61
23592 - Metrology Technician II 28.00
23593 - Metrology Technician III 29.66
23640 - Millwright 30.04
23710 - Office Appliance Repairer 23.09
23760 - Painter Maintenance 20.78
23790 - Pipefitter Maintenance 29.30
23810 - Plumber Maintenance 27.84
23820 - Pneudraulic Systems Mechanic 25.04
23850 - Rigger 25.04
23870 - Scale Mechanic 21.92
23890 - Sheet-Metal Worker Maintenance 30.57
23910 - Small Engine Mechanic 22.03
23931 - Telecommunications Mechanic I 30.81

23932 - Telecommunications Mechanic II 32.42
23950 - Telephone Lineman 25.04
23960 - Welder Combination Maintenance 21.15
23965 - Well Driller 25.04
23970 - Woodcraft Worker 25.04
23980 - Woodworker 18.79
24000 - Personal Needs Occupations
24550 - Case Manager 16.33
24570 - Child Care Attendant 12.24
24580 - Child Care Center Clerk 15.27
24610 - Chore Aide 14.36
24620 - Family Readiness And Support Services Coordinator 16.33
24630 - Homemaker 16.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.31
25040 - Sewage Plant Operator 24.90
25070 - Stationary Engineer 27.31
25190 - Ventilation Equipment Tender 20.58
25210 - Water Treatment Plant Operator 24.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.55
27007 - Baggage Inspector 17.55
27008 - Corrections Officer 30.41
27010 - Court Security Officer 30.54
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 30.41
27070 - Firefighter 30.70
27101 - Guard I 17.55
27102 - Guard II 22.01
27131 - Police Officer I 33.22
27132 - Police Officer II 36.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.74
28042 - Carnival Equipment Repairer 19.35
28043 - Carnival Worker 13.35
28210 - Gate Attendant/Gate Tender 18.65
28310 - Lifeguard 13.20
28350 - Park Attendant (Aide) 20.85
28510 - Recreation Aide/Health Facility Attendant 15.11
28515 - Recreation Specialist 25.65
28630 - Sports Official 16.60
28690 - Swimming Pool Operator 22.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.81
29020 - Hatch Tender 27.81
29030 - Line Handler 27.81
29041 - Stevedore I 25.82
29042 - Stevedore II 29.78
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 24.07
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 26.04
30051 - Cryogenic Technician I 25.63
30052 - Cryogenic Technician II 28.31
30061 - Drafter/CAD Operator I 16.70
30062 - Drafter/CAD Operator II 18.69
30063 - Drafter/CAD Operator III 20.83
30064 - Drafter/CAD Operator IV 25.63
30081 - Engineering Technician I 16.35
30082 - Engineering Technician II 18.35
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.43
30085 - Engineering Technician V 31.11
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 23.15
30095 - Evidence Control Specialist 23.15
30210 - Laboratory Technician 23.90
30221 - Latent Fingerprint Technician I 25.63
30222 - Latent Fingerprint Technician II 28.31
30240 - Mathematical Technician 23.15
30361 - Paralegal/Legal Assistant I 19.25
30362 - Paralegal/Legal Assistant II 23.84
30363 - Paralegal/Legal Assistant III 29.17
30364 - Paralegal/Legal Assistant IV 35.29
30375 - Petroleum Supply Specialist 28.31
30390 - Photo-Optics Technician 22.36
30395 - Radiation Control Technician 28.31
30461 - Technical Writer I 23.15
30462 - Technical Writer II 28.31
30463 - Technical Writer III 34.26
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 25.63
30502 - Weather Forecaster II 31.18
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.83
30621 - Weather Observer Senior (see 2) 22.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.73
31030 - Bus Driver 21.48

31043 - Driver Courier	15.68
31260 - Parking and Lot Attendant	13.34
31290 - Shuttle Bus Driver	17.11
31310 - Taxi Driver	13.40
31361 - Truckdriver Light	17.11
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.79
99050 - Desk Clerk	12.91
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.16
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	25.20
99310 - Mortician	25.35
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	26.38
99730 - Refuse Collector	19.28
99810 - Sales Clerk	14.39
99820 - School Crossing Guard	14.76
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	24.96
99842 - Vending Machine Repairer Helper	19.61

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 5 years 4 weeks after 10 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.: 2015-5545
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: Washington

Area: Washington Counties of Clallam Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		25.22
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		18.99
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10
01090 - Duplicating Machine Operator		15.10
01111 - General Clerk I		14.28
01112 - General Clerk II		15.59

01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.09
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.32
01270 - Production Control Clerk	22.33
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	25.22
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.01
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.92
05040 - Automotive Glass Installer	21.92
05070 - Automotive Worker	21.92
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.87
05160 - Motor Equipment Metal Worker	21.92
05190 - Motor Vehicle Mechanic	23.87
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.92
05310 - Painter Automotive	22.92
05340 - Radiator Repair Specialist	21.92
05370 - Tire Repairer	19.61
05400 - Transmission Repair Specialist	23.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.94
07042 - Cook II	18.94
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	14.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.59

09040 - Furniture Handler	17.77
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer Minor	21.14
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	15.43
11090 - Gardener	22.21
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	17.99
11240 - Maid or Houseman	13.55
11260 - Pruner	16.43
11270 - Tractor Operator	20.83
11330 - Trail Maintenance Worker	17.99
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	25.41
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	50.20
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	25.41
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	27.32
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.29
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.40
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		26.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.12
13050 - Library Aide/Clerk		14.96
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.78
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		30.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.99
15020 - Aircrew Training Devices Instructor (Rated)		39.92
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.99
15060 - Educational Technologist		29.69
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.84

15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 37.46
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.83
16030 - Counter Attendant 15.83
16040 - Dry Cleaner 18.88
16070 - Finisher Flatwork Machine 15.83
16090 - Presser Hand 15.83
16110 - Presser Machine Drycleaning 15.83
16130 - Presser Machine Shirts 15.83
16160 - Presser Machine Wearing Apparel Laundry 15.83
16190 - Sewing Machine Operator 20.11
16220 - Tailor 21.32
16250 - Washer Machine 17.25
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.74
19040 - Tool And Die Maker 31.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 22.33
21040 - Material Expediter 22.33
21050 - Material Handling Laborer 15.41
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 21.99
21130 - Shipping/Receiving Clerk 21.99
21140 - Store Worker I 16.77
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.41
23019 - Aircraft Logs and Records Technician 26.35
23021 - Aircraft Mechanic I 30.30
23022 - Aircraft Mechanic II 31.41
23023 - Aircraft Mechanic III 32.33
23040 - Aircraft Mechanic Helper 23.41
23050 - Aircraft Painter 29.10
23060 - Aircraft Servicer 26.35
23070 - Aircraft Survival Flight Equipment Technician 29.10
23080 - Aircraft Worker 27.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.30
23110 - Appliance Mechanic 27.74

23120 - Bicycle Repairer	22.36
23125 - Cable Splicer	44.26
23130 - Carpenter Maintenance	27.81
23140 - Carpet Layer	27.27
23160 - Electrician Maintenance	32.41
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	25.12
23290 - Fire Alarm System Mechanic	28.89
23310 - Fire Extinguisher Repairer	23.73
23311 - Fuel Distribution System Mechanic	28.89
23312 - Fuel Distribution System Operator	23.73
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	30.30
23381 - Ground Support Equipment Servicer	26.35
23382 - Ground Support Equipment Worker	27.83
23391 - Gunsmith I	23.73
23392 - Gunsmith II	26.53
23393 - Gunsmith III	28.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.57
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.74
23470 - Laborer	15.28
23510 - Locksmith	27.74
23530 - Machinery Maintenance Mechanic	31.93
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	22.14
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	28.89
23710 - Office Appliance Repairer	27.74
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	31.68
23810 - Plumber Maintenance	30.30
23820 - Pneudraulic Systems Mechanic	28.89
23850 - Rigger	28.89
23870 - Scale Mechanic	26.53
23890 - Sheet-Metal Worker Maintenance	29.27
23910 - Small Engine Mechanic	26.53
23931 - Telecommunications Mechanic I	31.24
23932 - Telecommunications Mechanic II	32.39
23950 - Telephone Lineman	28.89
23960 - Welder Combination Maintenance	26.78

23965 - Well Driller	30.23
23970 - Woodcraft Worker	28.89
23980 - Woodworker	23.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.83
24570 - Child Care Attendant	14.30
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	14.14
24620 - Family Readiness And Support Services Coordinator	17.83
24630 - Homemaker	18.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.29
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.02
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.20
27007 - Baggage Inspector	16.33
27008 - Corrections Officer	27.08
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	27.08
27070 - Firefighter	31.81
27101 - Guard I	16.33
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.02
28042 - Carnival Equipment Repairer	18.16
28043 - Carnival Worker	13.43
28210 - Gate Attendant/Gate Tender	18.17
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	20.34
28510 - Recreation Aide/Health Facility Attendant	14.84
28515 - Recreation Specialist	25.09
28630 - Sports Official	16.19
28690 - Swimming Pool Operator	23.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.33
29020 - Hatch Tender	32.33
29030 - Line Handler	32.33
29041 - Stevedore I	31.01
29042 - Stevedore II	33.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		29.42
30051 - Cryogenic Technician I		30.23
30052 - Cryogenic Technician II		33.40
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		27.30
30210 - Laboratory Technician		27.78
30221 - Latent Fingerprint Technician I		27.48
30222 - Latent Fingerprint Technician II		30.36
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		27.57
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		40.80
30375 - Petroleum Supply Specialist		33.40
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		33.40
30461 - Technical Writer I		27.76
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.08
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		34.17
30502 - Weather Forecaster II		41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		17.51
31030 - Bus Driver		22.94
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		13.66
31290 - Shuttle Bus Driver		18.43

31310 - Taxi Driver	18.93
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.60
99310 - Mortician	27.77
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	23.16
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	22.03
99830 - Survey Party Chief	36.34
99831 - Surveying Aide	17.21
99832 - Surveying Technician	25.98
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5546
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington Counties of Clallam Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		25.22
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		18.99
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10

01090 - Duplicating Machine Operator	15.10
01111 - General Clerk I	14.28
01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.09
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.32
01270 - Production Control Clerk	22.33
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	25.22
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.01
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.92
05040 - Automotive Glass Installer	21.92
05070 - Automotive Worker	21.92
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	23.87
05160 - Motor Equipment Metal Worker	21.92
05190 - Motor Vehicle Mechanic	23.87
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.92
05310 - Painter Automotive	22.92
05340 - Radiator Repair Specialist	21.92
05370 - Tire Repairer	19.61
05400 - Transmission Repair Specialist	23.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.94
07042 - Cook II	18.94
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	14.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.59
09040 - Furniture Handler	17.77
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer Minor	21.14
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	15.43
11090 - Gardener	22.21
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	17.99
11240 - Maid or Houseman	13.55
11260 - Pruner	16.43
11270 - Tractor Operator	20.83
11330 - Trail Maintenance Worker	17.99
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	25.41
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	50.20
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	25.41
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	27.32
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.29
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.40
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		26.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.12
13050 - Library Aide/Clerk		14.96
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.78
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		30.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.99
15020 - Aircrew Training Devices Instructor (Rated)		39.92
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.99
15060 - Educational Technologist		29.69

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.84
15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 37.46
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.83
16030 - Counter Attendant 15.83
16040 - Dry Cleaner 18.88
16070 - Finisher Flatwork Machine 15.83
16090 - Presser Hand 15.83
16110 - Presser Machine Drycleaning 15.83
16130 - Presser Machine Shirts 15.83
16160 - Presser Machine Wearing Apparel Laundry 15.83
16190 - Sewing Machine Operator 20.11
16220 - Tailor 21.32
16250 - Washer Machine 17.25
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.74
19040 - Tool And Die Maker 31.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 22.33
21040 - Material Expediter 22.33
21050 - Material Handling Laborer 15.41
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 21.99
21130 - Shipping/Receiving Clerk 21.99
21140 - Store Worker I 16.77
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.41
23019 - Aircraft Logs and Records Technician 26.35
23021 - Aircraft Mechanic I 30.30
23022 - Aircraft Mechanic II 31.41
23023 - Aircraft Mechanic III 32.33
23040 - Aircraft Mechanic Helper 23.41
23050 - Aircraft Painter 29.10
23060 - Aircraft Servicer 26.35
23070 - Aircraft Survival Flight Equipment Technician 29.10
23080 - Aircraft Worker 27.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.30
II
23110 - Appliance Mechanic 27.74
23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 44.26
23130 - Carpenter Maintenance 27.81
23140 - Carpet Layer 27.27
23160 - Electrician Maintenance 32.41
23181 - Electronics Technician Maintenance I 28.33
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 25.12
23290 - Fire Alarm System Mechanic 28.89
23310 - Fire Extinguisher Repairer 23.73
23311 - Fuel Distribution System Mechanic 28.89
23312 - Fuel Distribution System Operator 23.73
23370 - General Maintenance Worker 22.65
23380 - Ground Support Equipment Mechanic 30.30
23381 - Ground Support Equipment Servicer 26.35
23382 - Ground Support Equipment Worker 27.83
23391 - Gunsmith I 23.73
23392 - Gunsmith II 26.53
23393 - Gunsmith III 28.89
23410 - Heating Ventilation And Air-Conditioning 27.43
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.57
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.81
23440 - Heavy Equipment Operator 30.74
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 27.74
23470 - Laborer 15.28
23510 - Locksmith 27.74
23530 - Machinery Maintenance Mechanic 31.93
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 22.14
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.22
23593 - Metrology Technician III 31.11
23640 - Millwright 28.89
23710 - Office Appliance Repairer 27.74
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 31.68
23810 - Plumber Maintenance 30.30
23820 - Pneudraulic Systems Mechanic 28.89
23850 - Rigger 28.89
23870 - Scale Mechanic 26.53
23890 - Sheet-Metal Worker Maintenance 29.27
23910 - Small Engine Mechanic 26.53
23931 - Telecommunications Mechanic I 31.24

23932 - Telecommunications Mechanic II 32.39
23950 - Telephone Lineman 28.89
23960 - Welder Combination Maintenance 26.78
23965 - Well Driller 30.23
23970 - Woodcraft Worker 28.89
23980 - Woodworker 23.73
24000 - Personal Needs Occupations
24550 - Case Manager 17.83
24570 - Child Care Attendant 14.30
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 14.14
24620 - Family Readiness And Support Services Coordinator 17.83
24630 - Homemaker 18.61
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.29
25040 - Sewage Plant Operator 28.22
25070 - Stationary Engineer 30.29
25190 - Ventilation Equipment Tender 23.02
25210 - Water Treatment Plant Operator 28.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.20
27007 - Baggage Inspector 16.33
27008 - Corrections Officer 27.08
27010 - Court Security Officer 29.42
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 27.08
27070 - Firefighter 31.81
27101 - Guard I 16.33
27102 - Guard II 22.54
27131 - Police Officer I 33.70
27132 - Police Officer II 37.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.16
28043 - Carnival Worker 13.43
28210 - Gate Attendant/Gate Tender 18.17
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 20.34
28510 - Recreation Aide/Health Facility Attendant 14.84
28515 - Recreation Specialist 25.09
28630 - Sports Official 16.19
28690 - Swimming Pool Operator 23.25
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.33
29020 - Hatch Tender 32.33
29030 - Line Handler 32.33
29041 - Stevedore I 31.01
29042 - Stevedore II 33.72
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 30.23
30052 - Cryogenic Technician II 33.40
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.27
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 27.30
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 27.48
30222 - Latent Fingerprint Technician II 30.36
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.25
30362 - Paralegal/Legal Assistant II 27.57
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 40.80
30375 - Petroleum Supply Specialist 33.40
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 33.40
30461 - Technical Writer I 27.76
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	13.66
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	18.93
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.60
99310 - Mortician	27.77
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	23.16
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	22.03
99830 - Survey Party Chief	36.34
99831 - Surveying Aide	17.21
99832 - Surveying Technician	25.98
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5547
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: Washington

Area: Washington Counties of Island San Juan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		25.22
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		19.17
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10
01090 - Duplicating Machine Operator		15.10
01111 - General Clerk I		14.28
01112 - General Clerk II		15.59

01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.09
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.32
01270 - Production Control Clerk	22.33
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	25.22
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.01
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.92
05040 - Automotive Glass Installer	21.92
05070 - Automotive Worker	21.92
05110 - Mobile Equipment Servicer	19.78
05130 - Motor Equipment Metal Mechanic	23.87
05160 - Motor Equipment Metal Worker	21.92
05190 - Motor Vehicle Mechanic	23.87
05220 - Motor Vehicle Mechanic Helper	18.83
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.92
05310 - Painter Automotive	22.92
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	19.61
05400 - Transmission Repair Specialist	23.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.94
07042 - Cook II	18.94
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	14.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.32

09040 - Furniture Handler	18.59
09080 - Furniture Refinisher	24.32
09090 - Furniture Refinisher Helper	21.08
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	24.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	15.43
11090 - Gardener	22.21
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	17.99
11240 - Maid or Houseman	13.55
11260 - Pruner	16.43
11270 - Tractor Operator	20.83
11330 - Trail Maintenance Worker	17.99
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	50.20
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	26.10
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.29
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.40
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		26.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.19
13050 - Library Aide/Clerk		14.96
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		19.70
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.78
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		30.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.84

15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 37.46
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.74
19040 - Tool And Die Maker 31.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 22.33
21040 - Material Expediter 22.33
21050 - Material Handling Laborer 15.41
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 21.99
21130 - Shipping/Receiving Clerk 21.99
21140 - Store Worker I 16.77
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.41
23019 - Aircraft Logs and Records Technician 26.35
23021 - Aircraft Mechanic I 30.30
23022 - Aircraft Mechanic II 31.41
23023 - Aircraft Mechanic III 32.33
23040 - Aircraft Mechanic Helper 23.41
23050 - Aircraft Painter 29.10
23060 - Aircraft Servicer 26.35
23070 - Aircraft Survival Flight Equipment Technician 29.10
23080 - Aircraft Worker 27.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.30
23110 - Appliance Mechanic 27.74

23120 - Bicycle Repairer	23.73
23125 - Cable Splicer	44.80
23130 - Carpenter Maintenance	27.81
23140 - Carpet Layer	27.27
23160 - Electrician Maintenance	34.65
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	25.12
23290 - Fire Alarm System Mechanic	28.89
23310 - Fire Extinguisher Repairer	23.73
23311 - Fuel Distribution System Mechanic	28.89
23312 - Fuel Distribution System Operator	23.73
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	30.30
23381 - Ground Support Equipment Servicer	26.35
23382 - Ground Support Equipment Worker	27.83
23391 - Gunsmith I	23.73
23392 - Gunsmith II	26.53
23393 - Gunsmith III	28.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.57
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.74
23470 - Laborer	15.28
23510 - Locksmith	27.74
23530 - Machinery Maintenance Mechanic	32.86
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	22.32
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	28.89
23710 - Office Appliance Repairer	27.74
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	31.68
23810 - Plumber Maintenance	30.30
23820 - Pneudraulic Systems Mechanic	28.89
23850 - Rigger	28.89
23870 - Scale Mechanic	26.53
23890 - Sheet-Metal Worker Maintenance	29.27
23910 - Small Engine Mechanic	26.53
23931 - Telecommunications Mechanic I	31.24
23932 - Telecommunications Mechanic II	32.39
23950 - Telephone Lineman	28.89
23960 - Welder Combination Maintenance	26.78

23965 - Well Driller	32.28
23970 - Woodcraft Worker	28.89
23980 - Woodworker	23.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.83
24570 - Child Care Attendant	14.30
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	14.14
24620 - Family Readiness And Support Services Coordinator	17.83
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.29
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.02
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.22
27007 - Baggage Inspector	16.33
27008 - Corrections Officer	27.08
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	27.08
27070 - Firefighter	31.81
27101 - Guard I	16.33
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.02
28042 - Carnival Equipment Repairer	18.16
28043 - Carnival Worker	13.43
28210 - Gate Attendant/Gate Tender	18.17
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	20.34
28510 - Recreation Aide/Health Facility Attendant	14.84
28515 - Recreation Specialist	25.19
28630 - Sports Official	16.19
28690 - Swimming Pool Operator	22.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.76
29020 - Hatch Tender	32.76
29030 - Line Handler	32.76
29041 - Stevedore I	31.01
29042 - Stevedore II	34.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		29.42
30051 - Cryogenic Technician I		30.23
30052 - Cryogenic Technician II		33.40
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		27.30
30210 - Laboratory Technician		27.78
30221 - Latent Fingerprint Technician I		27.48
30222 - Latent Fingerprint Technician II		30.36
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30375 - Petroleum Supply Specialist		33.40
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		33.40
30461 - Technical Writer I		27.76
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.08
30491 - Unexploded Ordnance (UXO) Technician I		27.77
30492 - Unexploded Ordnance (UXO) Technician II		33.60
30493 - Unexploded Ordnance (UXO) Technician III		40.27
30494 - Unexploded (UXO) Safety Escort		27.77
30495 - Unexploded (UXO) Sweep Personnel		27.77
30501 - Weather Forecaster I		34.17
30502 - Weather Forecaster II		41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.60
31020 - Bus Aide		17.51
31030 - Bus Driver		22.94
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		13.66
31290 - Shuttle Bus Driver		18.43

31310 - Taxi Driver	17.53
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.60
99310 - Mortician	27.77
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	23.16
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	22.03
99830 - Survey Party Chief	33.05
99831 - Surveying Aide	18.96
99832 - Surveying Technician	25.98
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5548
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington Counties of Island San Juan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		25.22
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.35
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		19.17
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10

01090 - Duplicating Machine Operator	15.10
01111 - General Clerk I	14.28
01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.09
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.32
01270 - Production Control Clerk	22.33
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	25.22
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.01
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.92
05040 - Automotive Glass Installer	21.92
05070 - Automotive Worker	21.92
05110 - Mobile Equipment Servicer	19.78
05130 - Motor Equipment Metal Mechanic	23.87
05160 - Motor Equipment Metal Worker	21.92
05190 - Motor Vehicle Mechanic	23.87
05220 - Motor Vehicle Mechanic Helper	18.83
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.92
05310 - Painter Automotive	22.92
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	19.61
05400 - Transmission Repair Specialist	23.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.94
07042 - Cook II	18.94
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	14.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.32
09040 - Furniture Handler	18.59
09080 - Furniture Refinisher	24.32
09090 - Furniture Refinisher Helper	21.08
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	24.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	15.43
11090 - Gardener	22.21
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	17.99
11240 - Maid or Houseman	13.55
11260 - Pruner	16.43
11270 - Tractor Operator	20.83
11330 - Trail Maintenance Worker	17.99
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	50.20
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	26.10
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.29
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.40
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		26.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.19
13050 - Library Aide/Clerk		14.96
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		19.70
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.78
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		30.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 25.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.84
15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 37.46
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.71
16030 - Counter Attendant 16.71
16040 - Dry Cleaner 20.90
16070 - Finisher Flatwork Machine 16.71
16090 - Presser Hand 16.71
16110 - Presser Machine Drycleaning 16.71
16130 - Presser Machine Shirts 16.71
16160 - Presser Machine Wearing Apparel Laundry 16.71
16190 - Sewing Machine Operator 21.75
16220 - Tailor 22.62
16250 - Washer Machine 18.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.74
19040 - Tool And Die Maker 31.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 22.33
21040 - Material Expediter 22.33
21050 - Material Handling Laborer 15.41
21071 - Order Filler 14.95
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 21.99
21130 - Shipping/Receiving Clerk 21.99
21140 - Store Worker I 16.77
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.41
23019 - Aircraft Logs and Records Technician 26.35
23021 - Aircraft Mechanic I 30.30
23022 - Aircraft Mechanic II 31.41
23023 - Aircraft Mechanic III 32.33
23040 - Aircraft Mechanic Helper 23.41
23050 - Aircraft Painter 29.10
23060 - Aircraft Servicer 26.35
23070 - Aircraft Survival Flight Equipment Technician 29.10
23080 - Aircraft Worker 27.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.30
II
23110 - Appliance Mechanic 27.74
23120 - Bicycle Repairer 23.73
23125 - Cable Splicer 44.80
23130 - Carpenter Maintenance 27.81
23140 - Carpet Layer 27.27
23160 - Electrician Maintenance 34.65
23181 - Electronics Technician Maintenance I 28.33
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 25.12
23290 - Fire Alarm System Mechanic 28.89
23310 - Fire Extinguisher Repairer 23.73
23311 - Fuel Distribution System Mechanic 28.89
23312 - Fuel Distribution System Operator 23.73
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 30.30
23381 - Ground Support Equipment Servicer 26.35
23382 - Ground Support Equipment Worker 27.83
23391 - Gunsmith I 23.73
23392 - Gunsmith II 26.53
23393 - Gunsmith III 28.89
23410 - Heating Ventilation And Air-Conditioning 27.43
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.57
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.81
23440 - Heavy Equipment Operator 30.74
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 27.74
23470 - Laborer 15.28
23510 - Locksmith 27.74
23530 - Machinery Maintenance Mechanic 32.86
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 22.32
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.22
23593 - Metrology Technician III 31.11
23640 - Millwright 28.89
23710 - Office Appliance Repairer 27.74
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 31.68
23810 - Plumber Maintenance 30.30
23820 - Pneudraulic Systems Mechanic 28.89
23850 - Rigger 28.89
23870 - Scale Mechanic 26.53
23890 - Sheet-Metal Worker Maintenance 29.27
23910 - Small Engine Mechanic 26.53
23931 - Telecommunications Mechanic I 31.24

23932 - Telecommunications Mechanic II 32.39
23950 - Telephone Lineman 28.89
23960 - Welder Combination Maintenance 26.78
23965 - Well Driller 32.28
23970 - Woodcraft Worker 28.89
23980 - Woodworker 23.73
24000 - Personal Needs Occupations
24550 - Case Manager 17.83
24570 - Child Care Attendant 14.30
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 14.14
24620 - Family Readiness And Support Services Coordinator 17.83
24630 - Homemaker 19.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.29
25040 - Sewage Plant Operator 28.22
25070 - Stationary Engineer 30.29
25190 - Ventilation Equipment Tender 23.02
25210 - Water Treatment Plant Operator 28.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.22
27007 - Baggage Inspector 16.33
27008 - Corrections Officer 27.08
27010 - Court Security Officer 29.42
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 27.08
27070 - Firefighter 31.81
27101 - Guard I 16.33
27102 - Guard II 22.54
27131 - Police Officer I 33.70
27132 - Police Officer II 37.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.16
28043 - Carnival Worker 13.43
28210 - Gate Attendant/Gate Tender 18.17
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 20.34
28510 - Recreation Aide/Health Facility Attendant 14.84
28515 - Recreation Specialist 25.19
28630 - Sports Official 16.19
28690 - Swimming Pool Operator 22.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.76
29020 - Hatch Tender 32.76
29030 - Line Handler 32.76
29041 - Stevedore I 31.01
29042 - Stevedore II 34.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 30.23
30052 - Cryogenic Technician II 33.40
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 27.30
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 27.48
30222 - Latent Fingerprint Technician II 30.36
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 41.93
30375 - Petroleum Supply Specialist 33.40
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 33.40
30461 - Technical Writer I 27.76
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 34.17
30502 - Weather Forecaster II 41.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	13.66
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	17.53
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.60
99310 - Mortician	27.77
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	23.16
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	22.03
99830 - Survey Party Chief	33.05
99831 - Surveying Aide	18.96
99832 - Surveying Technician	25.98
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5549
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: Washington

Area: Washington Counties of Pacific Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		24.92
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.42
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.17
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10
01090 - Duplicating Machine Operator		15.10
01111 - General Clerk I		14.28
01112 - General Clerk II		15.59

01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.14
01141 - Messenger Courier	15.53
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.39
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	24.87
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.95
01311 - Secretary I	16.95
01312 - Secretary II	18.97
01313 - Secretary III	21.14
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	24.92
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	15.10
01612 - Word Processor II	16.95
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.73
05010 - Automotive Electrician	21.52
05040 - Automotive Glass Installer	20.49
05070 - Automotive Worker	20.49
05110 - Mobile Equipment Servicer	18.23
05130 - Motor Equipment Metal Mechanic	22.50
05160 - Motor Equipment Metal Worker	20.49
05190 - Motor Vehicle Mechanic	22.50
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	19.35
05280 - Motor Vehicle Wrecker	20.49
05310 - Painter Automotive	21.52
05340 - Radiator Repair Specialist	20.49
05370 - Tire Repairer	15.63
05400 - Transmission Repair Specialist	22.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.28
07041 - Cook I	16.46
07042 - Cook II	18.50
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	19.59
07260 - Waiter/Waitress	13.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.22

09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	21.83
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	22.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.40
11060 - Elevator Operator	15.43
11090 - Gardener	22.21
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	17.99
11240 - Maid or Houseman	13.55
11260 - Pruner	16.43
11270 - Tractor Operator	21.15
11330 - Trail Maintenance Worker	17.99
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	25.91
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	48.11
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	25.91
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	27.42
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.22
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99

12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		30.04
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		27.12
13058 - Library Technician		18.78
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		18.77
13072 - Photographer II		21.00
13073 - Photographer III		26.00
13074 - Photographer IV		31.81
13075 - Photographer V		38.49
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		19.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.27
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.17
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		26.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.99
15020 - Aircrew Training Devices Instructor (Rated)		39.92
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.99
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		47.84
15080 - Graphic Artist		23.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.84

15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.88
16030 - Counter Attendant 15.88
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.88
16090 - Presser Hand 15.88
16110 - Presser Machine Drycleaning 15.88
16130 - Presser Machine Shirts 15.88
16160 - Presser Machine Wearing Apparel Laundry 15.88
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.39
19040 - Tool And Die Maker 31.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 23.82
21040 - Material Expediter 23.82
21050 - Material Handling Laborer 17.25
21071 - Order Filler 14.97
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 24.62
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 21.76
23050 - Aircraft Painter 27.38
23060 - Aircraft Servicer 24.62
23070 - Aircraft Survival Flight Equipment Technician 27.38
23080 - Aircraft Worker 26.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 26.39

23120 - Bicycle Repairer	22.17
23125 - Cable Splicer	44.80
23130 - Carpenter Maintenance	26.99
23140 - Carpet Layer	25.23
23160 - Electrician Maintenance	29.99
23181 - Electronics Technician Maintenance I	27.97
23182 - Electronics Technician Maintenance II	29.37
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	24.49
23290 - Fire Alarm System Mechanic	28.49
23310 - Fire Extinguisher Repairer	23.08
23311 - Fuel Distribution System Mechanic	28.49
23312 - Fuel Distribution System Operator	23.08
23370 - General Maintenance Worker	20.32
23380 - Ground Support Equipment Mechanic	28.63
23381 - Ground Support Equipment Servicer	24.62
23382 - Ground Support Equipment Worker	26.08
23391 - Gunsmith I	23.08
23392 - Gunsmith II	25.94
23393 - Gunsmith III	28.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.57
23430 - Heavy Equipment Mechanic	26.16
23440 - Heavy Equipment Operator	29.67
23460 - Instrument Mechanic	28.49
23465 - Laboratory/Shelter Mechanic	27.24
23470 - Laborer	17.14
23510 - Locksmith	26.39
23530 - Machinery Maintenance Mechanic	27.48
23550 - Machinist Maintenance	25.12
23580 - Maintenance Trades Helper	17.49
23591 - Metrology Technician I	28.49
23592 - Metrology Technician II	29.70
23593 - Metrology Technician III	30.77
23640 - Millwright	28.28
23710 - Office Appliance Repairer	27.24
23760 - Painter Maintenance	21.05
23790 - Pipefitter Maintenance	31.68
23810 - Plumber Maintenance	30.30
23820 - Pneudraulic Systems Mechanic	28.49
23850 - Rigger	28.49
23870 - Scale Mechanic	25.94
23890 - Sheet-Metal Worker Maintenance	32.47
23910 - Small Engine Mechanic	23.96
23931 - Telecommunications Mechanic I	28.33
23932 - Telecommunications Mechanic II	29.54
23950 - Telephone Lineman	28.49
23960 - Welder Combination Maintenance	23.56

23965 - Well Driller 27.84
23970 - Woodcraft Worker 28.49
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 18.03
24570 - Child Care Attendant 14.30
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 14.14
24620 - Family Readiness And Support Services Coordinator 18.03
24630 - Homemaker 18.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.29
25040 - Sewage Plant Operator 27.56
25070 - Stationary Engineer 30.29
25190 - Ventilation Equipment Tender 23.02
25210 - Water Treatment Plant Operator 27.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.66
27007 - Baggage Inspector 16.33
27008 - Corrections Officer 27.08
27010 - Court Security Officer 29.02
27030 - Detection Dog Handler 18.27
27040 - Detention Officer 27.08
27070 - Firefighter 31.81
27101 - Guard I 16.33
27102 - Guard II 18.27
27131 - Police Officer I 30.55
27132 - Police Officer II 33.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.16
28043 - Carnival Worker 13.43
28210 - Gate Attendant/Gate Tender 18.44
28310 - Lifeguard 13.98
28350 - Park Attendant (Aide) 20.63
28510 - Recreation Aide/Health Facility Attendant 15.05
28515 - Recreation Specialist 25.55
28630 - Sports Official 16.42
28690 - Swimming Pool Operator 20.41
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.53
29020 - Hatch Tender 28.53
29030 - Line Handler 28.53
29041 - Stevedore I 26.94
29042 - Stevedore II 29.96
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18

30021 - Archeological Technician I 19.65
30022 - Archeological Technician II 21.99
30023 - Archeological Technician III 27.24
30030 - Cartographic Technician 27.24
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 19.65
30062 - Drafter/CAD Operator II 21.99
30063 - Drafter/CAD Operator III 24.51
30064 - Drafter/CAD Operator IV 30.17
30081 - Engineering Technician I 17.66
30082 - Engineering Technician II 19.82
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.47
30085 - Engineering Technician V 33.61
30086 - Engineering Technician VI 40.66
30090 - Environmental Technician 26.84
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 23.21
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 27.05
30361 - Paralegal/Legal Assistant I 21.72
30362 - Paralegal/Legal Assistant II 26.90
30363 - Paralegal/Legal Assistant III 32.90
30364 - Paralegal/Legal Assistant IV 39.80
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 27.24
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 26.49
30462 - Technical Writer II 33.32
30463 - Technical Writer III 39.20
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.17
30502 - Weather Forecaster II 36.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.51
30621 - Weather Observer Senior (see 2) 27.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94
31043 - Driver Courier 16.25
31260 - Parking and Lot Attendant 13.66
31290 - Shuttle Bus Driver 17.33

31310 - Taxi Driver	15.88
31361 - Truckdriver Light	17.33
31362 - Truckdriver Medium	18.77
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.74
99310 - Mortician	27.77
99410 - Pest Controller	20.94
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	23.16
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	20.72
99830 - Survey Party Chief	26.59
99831 - Surveying Aide	15.68
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5550
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington Counties of Pacific Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		24.92
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.42
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.17
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10

01090 - Duplicating Machine Operator	15.10
01111 - General Clerk I	14.28
01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.14
01141 - Messenger Courier	15.53
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.39
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	24.87
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.95
01311 - Secretary I	16.95
01312 - Secretary II	18.97
01313 - Secretary III	21.14
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	24.92
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	15.10
01612 - Word Processor II	16.95
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.73
05010 - Automotive Electrician	21.52
05040 - Automotive Glass Installer	20.49
05070 - Automotive Worker	20.49
05110 - Mobile Equipment Servicer	18.23
05130 - Motor Equipment Metal Mechanic	22.50
05160 - Motor Equipment Metal Worker	20.49
05190 - Motor Vehicle Mechanic	22.50
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	19.35
05280 - Motor Vehicle Wrecker	20.49
05310 - Painter Automotive	21.52
05340 - Radiator Repair Specialist	20.49
05370 - Tire Repairer	15.63
05400 - Transmission Repair Specialist	22.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.28
07041 - Cook I	16.46
07042 - Cook II	18.50
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	19.59

07260 - Waiter/Waitress	13.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.22
09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	21.83
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	22.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.40
11060 - Elevator Operator	15.43
11090 - Gardener	22.21
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	17.99
11240 - Maid or Houseman	13.55
11260 - Pruner	16.43
11270 - Tractor Operator	21.15
11330 - Trail Maintenance Worker	17.99
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	25.91
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	48.11
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	25.91
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	27.42
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.22
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		30.04
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		27.12
13058 - Library Technician		18.78
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		18.77
13072 - Photographer II		21.00
13073 - Photographer III		26.00
13074 - Photographer IV		31.81
13075 - Photographer V		38.49
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		19.57
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.27
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.17
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		26.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.99
15020 - Aircrew Training Devices Instructor (Rated)		39.92
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.99
15060 - Educational Technologist		31.63

15070 - Flight Instructor (Pilot) 47.84
15080 - Graphic Artist 23.55
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.84
15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.88
16030 - Counter Attendant 15.88
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.88
16090 - Presser Hand 15.88
16110 - Presser Machine Drycleaning 15.88
16130 - Presser Machine Shirts 15.88
16160 - Presser Machine Wearing Apparel Laundry 15.88
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.39
19040 - Tool And Die Maker 31.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 23.82
21040 - Material Expediter 23.82
21050 - Material Handling Laborer 17.25
21071 - Order Filler 14.97
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 24.62
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 21.76
23050 - Aircraft Painter 27.38
23060 - Aircraft Servicer 24.62
23070 - Aircraft Survival Flight Equipment Technician 27.38
23080 - Aircraft Worker 26.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.08

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.63
II
23110 - Appliance Mechanic 26.39
23120 - Bicycle Repairer 22.17
23125 - Cable Splicer 44.80
23130 - Carpenter Maintenance 26.99
23140 - Carpet Layer 25.23
23160 - Electrician Maintenance 29.99
23181 - Electronics Technician Maintenance I 27.97
23182 - Electronics Technician Maintenance II 29.37
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 24.49
23290 - Fire Alarm System Mechanic 28.49
23310 - Fire Extinguisher Repairer 23.08
23311 - Fuel Distribution System Mechanic 28.49
23312 - Fuel Distribution System Operator 23.08
23370 - General Maintenance Worker 20.32
23380 - Ground Support Equipment Mechanic 28.63
23381 - Ground Support Equipment Servicer 24.62
23382 - Ground Support Equipment Worker 26.08
23391 - Gunsmith I 23.08
23392 - Gunsmith II 25.94
23393 - Gunsmith III 28.49
23410 - Heating Ventilation And Air-Conditioning 27.40
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.57
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.16
23440 - Heavy Equipment Operator 29.67
23460 - Instrument Mechanic 28.49
23465 - Laboratory/Shelter Mechanic 27.24
23470 - Laborer 17.14
23510 - Locksmith 26.39
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 25.12
23580 - Maintenance Trades Helper 17.49
23591 - Metrology Technician I 28.49
23592 - Metrology Technician II 29.70
23593 - Metrology Technician III 30.77
23640 - Millwright 28.28
23710 - Office Appliance Repairer 27.24
23760 - Painter Maintenance 21.05
23790 - Pipefitter Maintenance 31.68
23810 - Plumber Maintenance 30.30
23820 - Pneudraulic Systems Mechanic 28.49
23850 - Rigger 28.49
23870 - Scale Mechanic 25.94
23890 - Sheet-Metal Worker Maintenance 32.47
23910 - Small Engine Mechanic 23.96
23931 - Telecommunications Mechanic I 28.33

23932 - Telecommunications Mechanic II 29.54
23950 - Telephone Lineman 28.49
23960 - Welder Combination Maintenance 23.56
23965 - Well Driller 27.84
23970 - Woodcraft Worker 28.49
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 18.03
24570 - Child Care Attendant 14.30
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 14.14
24620 - Family Readiness And Support Services Coordinator 18.03
24630 - Homemaker 18.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.29
25040 - Sewage Plant Operator 27.56
25070 - Stationary Engineer 30.29
25190 - Ventilation Equipment Tender 23.02
25210 - Water Treatment Plant Operator 27.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.66
27007 - Baggage Inspector 16.33
27008 - Corrections Officer 27.08
27010 - Court Security Officer 29.02
27030 - Detection Dog Handler 18.27
27040 - Detention Officer 27.08
27070 - Firefighter 31.81
27101 - Guard I 16.33
27102 - Guard II 18.27
27131 - Police Officer I 30.55
27132 - Police Officer II 33.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.16
28043 - Carnival Worker 13.43
28210 - Gate Attendant/Gate Tender 18.44
28310 - Lifeguard 13.98
28350 - Park Attendant (Aide) 20.63
28510 - Recreation Aide/Health Facility Attendant 15.05
28515 - Recreation Specialist 25.55
28630 - Sports Official 16.42
28690 - Swimming Pool Operator 20.41
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.53
29020 - Hatch Tender 28.53
29030 - Line Handler 28.53
29041 - Stevedore I 26.94
29042 - Stevedore II 29.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 19.65
30022 - Archeological Technician II 21.99
30023 - Archeological Technician III 27.24
30030 - Cartographic Technician 27.24
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 19.65
30062 - Drafter/CAD Operator II 21.99
30063 - Drafter/CAD Operator III 24.51
30064 - Drafter/CAD Operator IV 30.17
30081 - Engineering Technician I 17.66
30082 - Engineering Technician II 19.82
30083 - Engineering Technician III 22.18
30084 - Engineering Technician IV 27.47
30085 - Engineering Technician V 33.61
30086 - Engineering Technician VI 40.66
30090 - Environmental Technician 26.84
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 23.21
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 27.05
30361 - Paralegal/Legal Assistant I 21.72
30362 - Paralegal/Legal Assistant II 26.90
30363 - Paralegal/Legal Assistant III 32.90
30364 - Paralegal/Legal Assistant IV 39.80
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 27.24
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 26.49
30462 - Technical Writer II 33.32
30463 - Technical Writer III 39.20
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.17
30502 - Weather Forecaster II 36.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.51
30621 - Weather Observer Senior (see 2) 27.24
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94

31043 - Driver Courier	16.25
31260 - Parking and Lot Attendant	13.66
31290 - Shuttle Bus Driver	17.33
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	17.33
31362 - Truckdriver Medium	18.77
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.74
99310 - Mortician	27.77
99410 - Pest Controller	20.94
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	23.16
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	20.72
99830 - Survey Party Chief	26.59
99831 - Surveying Aide	15.68
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5551
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: Washington

Area: Washington Counties of Grays Harbor Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		24.92
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.42
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		18.83
01052 - Data Entry Operator II		20.55
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10
01090 - Duplicating Machine Operator		15.10
01111 - General Clerk I		14.28
01112 - General Clerk II		15.59

01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	25.13
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	24.92
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	15.63
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.46
07042 - Cook II	18.50
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	14.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.85

09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer Minor	24.49
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.40
11060 - Elevator Operator	15.43
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	18.41
11240 - Maid or Houseman	13.55
11260 - Pruner	16.89
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.41
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	27.95
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.31
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	27.95
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	30.05
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	22.29
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.12
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.99
15020 - Aircrew Training Devices Instructor (Rated)		39.92
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.99
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		28.30
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.84

15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 37.46
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.83
16030 - Counter Attendant 15.83
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.83
16090 - Presser Hand 15.83
16110 - Presser Machine Drycleaning 15.83
16130 - Presser Machine Shirts 15.83
16160 - Presser Machine Wearing Apparel Laundry 15.83
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.24
19040 - Tool And Die Maker 31.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 25.13
21040 - Material Expediter 25.13
21050 - Material Handling Laborer 17.25
21071 - Order Filler 14.97
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 24.97
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 22.11
23050 - Aircraft Painter 27.38
23060 - Aircraft Servicer 24.97
23070 - Aircraft Survival Flight Equipment Technician 27.38
23080 - Aircraft Worker 26.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 27.24

23120 - Bicycle Repairer	22.36
23125 - Cable Splicer	44.26
23130 - Carpenter Maintenance	27.81
23140 - Carpet Layer	25.91
23160 - Electrician Maintenance	27.32
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	24.49
23290 - Fire Alarm System Mechanic	28.49
23310 - Fire Extinguisher Repairer	23.08
23311 - Fuel Distribution System Mechanic	28.49
23312 - Fuel Distribution System Operator	23.08
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment Mechanic	28.63
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	23.08
23392 - Gunsmith II	25.94
23393 - Gunsmith III	28.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.57
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.24
23470 - Laborer	17.25
23510 - Locksmith	27.24
23530 - Machinery Maintenance Mechanic	27.48
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	28.17
23710 - Office Appliance Repairer	27.24
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	31.68
23810 - Plumber Maintenance	30.30
23820 - Pneudraulic Systems Mechanic	28.49
23850 - Rigger	28.49
23870 - Scale Mechanic	25.94
23890 - Sheet-Metal Worker Maintenance	38.96
23910 - Small Engine Mechanic	25.94
23931 - Telecommunications Mechanic I	28.33
23932 - Telecommunications Mechanic II	29.54
23950 - Telephone Lineman	28.49
23960 - Welder Combination Maintenance	26.78

23965 - Well Driller	30.23
23970 - Woodcraft Worker	28.49
23980 - Woodworker	23.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.03
24570 - Child Care Attendant	14.30
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	14.14
24620 - Family Readiness And Support Services Coordinator	18.03
24630 - Homemaker	18.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.29
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.02
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.68
27007 - Baggage Inspector	16.33
27008 - Corrections Officer	27.08
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	27.08
27070 - Firefighter	31.89
27101 - Guard I	16.33
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.02
28042 - Carnival Equipment Repairer	18.16
28043 - Carnival Worker	13.43
28210 - Gate Attendant/Gate Tender	18.44
28310 - Lifeguard	13.98
28350 - Park Attendant (Aide)	20.63
28510 - Recreation Aide/Health Facility Attendant	15.05
28515 - Recreation Specialist	25.55
28630 - Sports Official	16.42
28690 - Swimming Pool Operator	21.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.33
29020 - Hatch Tender	32.33
29030 - Line Handler	32.33
29041 - Stevedore I	31.01
29042 - Stevedore II	33.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.27
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.25
30362 - Paralegal/Legal Assistant II 27.57
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 40.80
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 27.76
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.17
30502 - Weather Forecaster II 36.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94
31043 - Driver Courier 17.32
31260 - Parking and Lot Attendant 14.26
31290 - Shuttle Bus Driver 18.43

31310 - Taxi Driver	18.93
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.74
99310 - Mortician	27.77
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	20.72
99830 - Survey Party Chief	30.04
99831 - Surveying Aide	14.23
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5552
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington Counties of Grays Harbor Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		24.92
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.42
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		18.83
01052 - Data Entry Operator II		20.55
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10

01090 - Duplicating Machine Operator	15.10
01111 - General Clerk I	14.28
01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	25.13
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	24.92
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	15.63
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.46
07042 - Cook II	18.50
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	14.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.85
09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer Minor	24.49
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.40
11060 - Elevator Operator	15.43
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	18.41
11240 - Maid or Houseman	13.55
11260 - Pruner	16.89
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.41
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	27.95
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.31
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	27.95
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	30.05
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	22.29
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.57
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.12
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.99
15020 - Aircrew Training Devices Instructor (Rated)		39.92
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.99
15060 - Educational Technologist		29.95

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 28.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.84
15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 37.46
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.83
16030 - Counter Attendant 15.83
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.83
16090 - Presser Hand 15.83
16110 - Presser Machine Drycleaning 15.83
16130 - Presser Machine Shirts 15.83
16160 - Presser Machine Wearing Apparel Laundry 15.83
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.24
19040 - Tool And Die Maker 31.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 25.13
21040 - Material Expediter 25.13
21050 - Material Handling Laborer 17.25
21071 - Order Filler 14.97
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 24.97
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 22.11
23050 - Aircraft Painter 27.38
23060 - Aircraft Servicer 24.97
23070 - Aircraft Survival Flight Equipment Technician 27.38
23080 - Aircraft Worker 26.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 27.24
23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 44.26
23130 - Carpenter Maintenance 27.81
23140 - Carpet Layer 25.91
23160 - Electrician Maintenance 27.32
23181 - Electronics Technician Maintenance I 28.33
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 24.49
23290 - Fire Alarm System Mechanic 28.49
23310 - Fire Extinguisher Repairer 23.08
23311 - Fuel Distribution System Mechanic 28.49
23312 - Fuel Distribution System Operator 23.08
23370 - General Maintenance Worker 22.65
23380 - Ground Support Equipment Mechanic 28.63
23381 - Ground Support Equipment Servicer 24.97
23382 - Ground Support Equipment Worker 26.38
23391 - Gunsmith I 23.08
23392 - Gunsmith II 25.94
23393 - Gunsmith III 28.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.57
23430 - Heavy Equipment Mechanic 27.81
23440 - Heavy Equipment Operator 30.74
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 27.24
23470 - Laborer 17.25
23510 - Locksmith 27.24
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 19.60
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.22
23593 - Metrology Technician III 31.11
23640 - Millwright 28.17
23710 - Office Appliance Repairer 27.24
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 31.68
23810 - Plumber Maintenance 30.30
23820 - Pneudraulic Systems Mechanic 28.49
23850 - Rigger 28.49
23870 - Scale Mechanic 25.94
23890 - Sheet-Metal Worker Maintenance 38.96
23910 - Small Engine Mechanic 25.94
23931 - Telecommunications Mechanic I 28.33

23932 - Telecommunications Mechanic II 29.54
23950 - Telephone Lineman 28.49
23960 - Welder Combination Maintenance 26.78
23965 - Well Driller 30.23
23970 - Woodcraft Worker 28.49
23980 - Woodworker 23.08
24000 - Personal Needs Occupations
24550 - Case Manager 18.03
24570 - Child Care Attendant 14.30
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 14.14
24620 - Family Readiness And Support Services Coordinator 18.03
24630 - Homemaker 18.61
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.29
25040 - Sewage Plant Operator 28.22
25070 - Stationary Engineer 30.29
25190 - Ventilation Equipment Tender 23.02
25210 - Water Treatment Plant Operator 28.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.68
27007 - Baggage Inspector 16.33
27008 - Corrections Officer 27.08
27010 - Court Security Officer 29.42
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 27.08
27070 - Firefighter 31.89
27101 - Guard I 16.33
27102 - Guard II 22.54
27131 - Police Officer I 33.70
27132 - Police Officer II 37.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.16
28043 - Carnival Worker 13.43
28210 - Gate Attendant/Gate Tender 18.44
28310 - Lifeguard 13.98
28350 - Park Attendant (Aide) 20.63
28510 - Recreation Aide/Health Facility Attendant 15.05
28515 - Recreation Specialist 25.55
28630 - Sports Official 16.42
28690 - Swimming Pool Operator 21.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.33
29020 - Hatch Tender 32.33
29030 - Line Handler 32.33
29041 - Stevedore I 31.01
29042 - Stevedore II 33.72
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.27
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.25
30362 - Paralegal/Legal Assistant II 27.57
30363 - Paralegal/Legal Assistant III 33.72
30364 - Paralegal/Legal Assistant IV 40.80
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 27.76
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.17
30502 - Weather Forecaster II 36.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	14.26
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	18.93
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	27.77
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.74
99310 - Mortician	27.77
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	20.72
99830 - Survey Party Chief	30.04
99831 - Surveying Aide	14.23
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5553
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: Washington

Area: Washington County of Lewis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		24.92
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.42
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		18.83
01052 - Data Entry Operator II		20.55
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10
01090 - Duplicating Machine Operator		15.10
01111 - General Clerk I		14.28
01112 - General Clerk II		15.59

01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	25.13
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	24.92
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	20.49
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	15.63
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.46
07042 - Cook II	18.50
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.23

09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	23.23
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer Minor	23.97
09130 - Upholsterer	24.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.40
11060 - Elevator Operator	15.43
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	18.41
11240 - Maid or Houseman	13.55
11260 - Pruner	16.89
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.41
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	26.40
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.31
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	26.40
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	30.44
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	22.29
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61

12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.72
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.19
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		28.30
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.84

15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 36.62
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.88
16030 - Counter Attendant 15.88
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.88
16090 - Presser Hand 15.88
16110 - Presser Machine Drycleaning 15.88
16130 - Presser Machine Shirts 15.88
16160 - Presser Machine Wearing Apparel Laundry 15.88
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.24
19040 - Tool And Die Maker 31.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 25.13
21040 - Material Expediter 25.13
21050 - Material Handling Laborer 17.25
21071 - Order Filler 14.97
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 24.97
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 22.11
23050 - Aircraft Painter 27.52
23060 - Aircraft Servicer 24.97
23070 - Aircraft Survival Flight Equipment Technician 27.52
23080 - Aircraft Worker 26.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 27.24

23120 - Bicycle Repairer	22.36
23125 - Cable Splicer	44.80
23130 - Carpenter Maintenance	27.81
23140 - Carpet Layer	25.91
23160 - Electrician Maintenance	28.34
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	24.49
23290 - Fire Alarm System Mechanic	28.49
23310 - Fire Extinguisher Repairer	23.08
23311 - Fuel Distribution System Mechanic	28.49
23312 - Fuel Distribution System Operator	24.00
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.63
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	23.08
23392 - Gunsmith II	25.94
23393 - Gunsmith III	28.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.57
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.24
23470 - Laborer	17.25
23510 - Locksmith	27.24
23530 - Machinery Maintenance Mechanic	27.48
23550 - Machinist Maintenance	24.25
23580 - Maintenance Trades Helper	17.92
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	28.17
23710 - Office Appliance Repairer	27.24
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	31.68
23810 - Plumber Maintenance	30.16
23820 - Pneudraulic Systems Mechanic	28.49
23850 - Rigger	28.49
23870 - Scale Mechanic	25.94
23890 - Sheet-Metal Worker Maintenance	38.96
23910 - Small Engine Mechanic	25.94
23931 - Telecommunications Mechanic I	28.33
23932 - Telecommunications Mechanic II	29.54
23950 - Telephone Lineman	28.49
23960 - Welder Combination Maintenance	26.32

23965 - Well Driller	32.28
23970 - Woodcraft Worker	28.49
23980 - Woodworker	23.08
24000 - Personal Needs Occupations	
24550 - Case Manager	18.03
24570 - Child Care Attendant	14.30
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	14.14
24620 - Family Readiness And Support Services Coordinator	18.03
24630 - Homemaker	18.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.29
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.02
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.68
27007 - Baggage Inspector	16.33
27008 - Corrections Officer	27.08
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	27.08
27070 - Firefighter	31.89
27101 - Guard I	16.33
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.02
28042 - Carnival Equipment Repairer	18.16
28043 - Carnival Worker	13.43
28210 - Gate Attendant/Gate Tender	18.44
28310 - Lifeguard	13.98
28350 - Park Attendant (Aide)	20.63
28510 - Recreation Aide/Health Facility Attendant	15.05
28515 - Recreation Specialist	25.55
28630 - Sports Official	16.42
28690 - Swimming Pool Operator	20.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.76
29020 - Hatch Tender	32.76
29030 - Line Handler	32.76
29041 - Stevedore I	31.01
29042 - Stevedore II	34.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.18

30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 25.04
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 35.62
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 27.76
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.17
30502 - Weather Forecaster II 36.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94
31043 - Driver Courier 17.32
31260 - Parking and Lot Attendant 13.66
31290 - Shuttle Bus Driver 18.43

31310 - Taxi Driver	17.69
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	28.38
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.74
99310 - Mortician	28.38
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	20.72
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5554
Revision No.: 14
Date Of Last Revision: 06/10/2020

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: Washington

Area: Washington County of Lewis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.07
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		24.92
01035 - Court Reporter		19.01
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.42
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		18.83
01052 - Data Entry Operator II		20.55
01060 - Dispatcher Motor Vehicle		23.53
01070 - Document Preparation Clerk		15.10

01090 - Duplicating Machine Operator	15.10
01111 - General Clerk I	14.28
01112 - General Clerk II	15.59
01113 - General Clerk III	17.50
01120 - Housing Referral Assistant	21.81
01141 - Messenger Courier	14.58
01191 - Order Clerk I	16.19
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	25.13
01290 - Rental Clerk	16.18
01300 - Scheduler Maintenance	17.49
01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	24.92
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	16.57
01533 - Travel Clerk III	17.77
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	20.49
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	15.63
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	16.46
07042 - Cook II	18.50
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.55
07210 - Meat Cutter	21.24

07260 - Waiter/Waitress	13.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.23
09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	23.23
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer Minor	23.97
09130 - Upholsterer	24.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.40
11060 - Elevator Operator	15.43
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	18.41
11240 - Maid or Houseman	13.55
11260 - Pruner	16.89
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.41
11360 - Window Cleaner	16.90
12000 - Health Occupations	
12010 - Ambulance Driver	26.40
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.74
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.31
12030 - EKG Technician	36.17
12035 - Electroneurodiagnostic Technologist	36.17
12040 - Emergency Medical Technician	26.40
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	30.44
12160 - Medical Record Clerk	18.73
12190 - Medical Record Technician	20.96
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	52.45
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	22.29
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	20.56
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	35.55
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05

12313 - Registered Nurse II Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		29.72
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.12
13013 - Exhibits Specialist III		33.18
13041 - Illustrator I		21.90
13042 - Illustrator II		27.12
13043 - Illustrator III		33.18
13047 - Librarian		31.19
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		20.50
13061 - Media Specialist I		19.57
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library Clerk		18.14
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		30.07

15070 - Flight Instructor (Pilot) 49.60
15080 - Graphic Artist 28.30
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.84
15086 - Maintenance Test Pilot Rotary Wing 47.84
15088 - Non-Maintenance Test/Co-Pilot 47.84
15090 - Technical Instructor 30.62
15095 - Technical Instructor/Course Developer 36.62
15110 - Test Proctor 24.73
15120 - Tutor 24.73
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.88
16030 - Counter Attendant 15.88
16040 - Dry Cleaner 18.17
16070 - Finisher Flatwork Machine 15.88
16090 - Presser Hand 15.88
16110 - Presser Machine Drycleaning 15.88
16130 - Presser Machine Shirts 15.88
16160 - Presser Machine Wearing Apparel Laundry 15.88
16190 - Sewing Machine Operator 18.94
16220 - Tailor 19.70
16250 - Washer Machine 16.65
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.24
19040 - Tool And Die Maker 31.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.16
21030 - Material Coordinator 25.13
21040 - Material Expediter 25.13
21050 - Material Handling Laborer 17.25
21071 - Order Filler 14.97
21080 - Production Line Worker (Food Processing) 22.16
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 16.49
21150 - Stock Clerk 21.28
21210 - Tools And Parts Attendant 22.16
21410 - Warehouse Specialist 22.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 24.97
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 30.92
23040 - Aircraft Mechanic Helper 22.11
23050 - Aircraft Painter 27.52
23060 - Aircraft Servicer 24.97
23070 - Aircraft Survival Flight Equipment Technician 27.52
23080 - Aircraft Worker 26.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 27.24
23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 44.80
23130 - Carpenter Maintenance 27.81
23140 - Carpet Layer 25.91
23160 - Electrician Maintenance 28.34
23181 - Electronics Technician Maintenance I 28.33
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 30.71
23260 - Fabric Worker 24.49
23290 - Fire Alarm System Mechanic 28.49
23310 - Fire Extinguisher Repairer 23.08
23311 - Fuel Distribution System Mechanic 28.49
23312 - Fuel Distribution System Operator 24.00
23370 - General Maintenance Worker 24.19
23380 - Ground Support Equipment Mechanic 28.63
23381 - Ground Support Equipment Servicer 24.97
23382 - Ground Support Equipment Worker 26.38
23391 - Gunsmith I 23.08
23392 - Gunsmith II 25.94
23393 - Gunsmith III 28.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.57
23430 - Heavy Equipment Mechanic 27.81
23440 - Heavy Equipment Operator 30.74
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 27.24
23470 - Laborer 17.25
23510 - Locksmith 27.24
23530 - Machinery Maintenance Mechanic 27.48
23550 - Machinist Maintenance 24.25
23580 - Maintenance Trades Helper 17.92
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.22
23593 - Metrology Technician III 31.11
23640 - Millwright 28.17
23710 - Office Appliance Repairer 27.24
23760 - Painter Maintenance 25.88
23790 - Pipefitter Maintenance 31.68
23810 - Plumber Maintenance 30.16
23820 - Pneudraulic Systems Mechanic 28.49
23850 - Rigger 28.49
23870 - Scale Mechanic 25.94
23890 - Sheet-Metal Worker Maintenance 38.96
23910 - Small Engine Mechanic 25.94
23931 - Telecommunications Mechanic I 28.33

23932 - Telecommunications Mechanic II 29.54
23950 - Telephone Lineman 28.49
23960 - Welder Combination Maintenance 26.32
23965 - Well Driller 32.28
23970 - Woodcraft Worker 28.49
23980 - Woodworker 23.08
24000 - Personal Needs Occupations
24550 - Case Manager 18.03
24570 - Child Care Attendant 14.30
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 14.14
24620 - Family Readiness And Support Services Coordinator 18.03
24630 - Homemaker 18.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.29
25040 - Sewage Plant Operator 28.22
25070 - Stationary Engineer 30.29
25190 - Ventilation Equipment Tender 23.02
25210 - Water Treatment Plant Operator 28.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.68
27007 - Baggage Inspector 16.33
27008 - Corrections Officer 27.08
27010 - Court Security Officer 29.42
27030 - Detection Dog Handler 22.54
27040 - Detention Officer 27.08
27070 - Firefighter 31.89
27101 - Guard I 16.33
27102 - Guard II 22.54
27131 - Police Officer I 33.70
27132 - Police Officer II 37.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.02
28042 - Carnival Equipment Repairer 18.16
28043 - Carnival Worker 13.43
28210 - Gate Attendant/Gate Tender 18.44
28310 - Lifeguard 13.98
28350 - Park Attendant (Aide) 20.63
28510 - Recreation Aide/Health Facility Attendant 15.05
28515 - Recreation Specialist 25.55
28630 - Sports Official 16.42
28690 - Swimming Pool Operator 20.41
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.76
29020 - Hatch Tender 32.76
29030 - Line Handler 32.76
29041 - Stevedore I 31.01
29042 - Stevedore II 34.20
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.69
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.14
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.18
30021 - Archeological Technician I 22.27
30022 - Archeological Technician II 24.91
30023 - Archeological Technician III 30.86
30030 - Cartographic Technician 30.86
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 27.48
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 22.27
30062 - Drafter/CAD Operator II 24.91
30063 - Drafter/CAD Operator III 27.78
30064 - Drafter/CAD Operator IV 34.17
30081 - Engineering Technician I 20.07
30082 - Engineering Technician II 22.53
30083 - Engineering Technician III 25.20
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.19
30086 - Engineering Technician VI 46.21
30090 - Environmental Technician 28.91
30095 - Evidence Control Specialist 24.82
30210 - Laboratory Technician 25.04
30221 - Latent Fingerprint Technician I 25.76
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 22.87
30362 - Paralegal/Legal Assistant II 28.34
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 35.62
30375 - Petroleum Supply Specialist 30.36
30390 - Photo-Optics Technician 30.86
30395 - Radiation Control Technician 30.36
30461 - Technical Writer I 27.76
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.08
30491 - Unexploded Ordnance (UXO) Technician I 27.77
30492 - Unexploded Ordnance (UXO) Technician II 33.60
30493 - Unexploded Ordnance (UXO) Technician III 40.27
30494 - Unexploded (UXO) Safety Escort 27.77
30495 - Unexploded (UXO) Sweep Personnel 27.77
30501 - Weather Forecaster I 30.17
30502 - Weather Forecaster II 36.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.99
30621 - Weather Observer Senior (see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.60
31020 - Bus Aide 17.51
31030 - Bus Driver 22.94

31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	13.66
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	17.69
31361 - Truckdriver Light	18.43
31362 - Truckdriver Medium	21.42
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	13.48
99050 - Desk Clerk	13.69
99095 - Embalmer	28.38
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	15.13
99252 - Laboratory Animal Caretaker II	16.14
99260 - Marketing Analyst	26.74
99310 - Mortician	28.38
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	14.59
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	20.72
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	22.83
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.83

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 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.: 2015-5555
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: Washington

Area: Washington County of Klickitat

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		26.58
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		22.48
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		13.91
01112 - General Clerk II		15.17

01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	14.12
01191 - Order Clerk I	13.04
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	17.28
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.99
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	20.09
01410 - Supply Technician	26.58
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.78
01612 - Word Processor II	16.59
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
05010 - Automotive Electrician	20.75
05040 - Automotive Glass Installer	19.53
05070 - Automotive Worker	19.53
05110 - Mobile Equipment Servicer	17.06
05130 - Motor Equipment Metal Mechanic	21.97
05160 - Motor Equipment Metal Worker	19.53
05190 - Motor Vehicle Mechanic	21.97
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.29
05280 - Motor Vehicle Wrecker	19.53
05310 - Painter Automotive	20.75
05340 - Radiator Repair Specialist	19.53
05370 - Tire Repairer	16.23
05400 - Transmission Repair Specialist	21.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.19
07041 - Cook I	15.61
07042 - Cook II	17.87
07070 - Dishwasher	12.92
07130 - Food Service Worker	12.61
07210 - Meat Cutter	18.26
07260 - Waiter/Waitress	14.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.28

09040 - Furniture Handler	16.57
09080 - Furniture Refinisher	24.67
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	24.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.71
11060 - Elevator Operator	14.71
11090 - Gardener	22.67
11122 - Housekeeping Aide	15.59
11150 - Janitor	15.59
11210 - Laborer Grounds Maintenance	18.00
11240 - Maid or Houseman	13.25
11260 - Pruner	16.24
11270 - Tractor Operator	21.38
11330 - Trail Maintenance Worker	18.00
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	21.99
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	28.06
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	43.96
12030 - EKG Technician	33.32
12035 - Electroneurodiagnostic Technologist	33.32
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.76
12130 - Medical Laboratory Technician	29.39
12160 - Medical Record Clerk	16.77
12190 - Medical Record Technician	24.49
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.31
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	20.46
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	17.60
12305 - Radiologic Technologist	32.34
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99

12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		27.23
12320 - Substance Abuse Treatment Counselor		27.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.52
13013 - Exhibits Specialist III		34.89
13041 - Illustrator I		23.03
13042 - Illustrator II		28.52
13043 - Illustrator III		34.89
13047 - Librarian		31.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		28.52
13058 - Library Technician		19.37
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.03
13063 - Media Specialist III		25.67
13071 - Photographer I		20.13
13072 - Photographer II		22.52
13073 - Photographer III		27.91
13074 - Photographer IV		34.12
13075 - Photographer V		41.28
13090 - Technical Order Library Clerk		15.20
13110 - Video Teleconference Technician		20.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.26
14160 - Personal Computer Support Technician		23.92
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		24.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.82

15086 - Maintenance Test Pilot Rotary Wing 37.82
15088 - Non-Maintenance Test/Co-Pilot 37.82
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.92
16030 - Counter Attendant 15.92
16040 - Dry Cleaner 19.97
16070 - Finisher Flatwork Machine 15.92
16090 - Presser Hand 15.92
16110 - Presser Machine Drycleaning 15.92
16130 - Presser Machine Shirts 15.92
16160 - Presser Machine Wearing Apparel Laundry 15.92
16190 - Sewing Machine Operator 21.26
16220 - Tailor 22.16
16250 - Washer Machine 17.25
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.89
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.84
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 16.84
21110 - Shipping Packer 19.75
21130 - Shipping/Receiving Clerk 19.75
21140 - Store Worker I 14.11
21150 - Stock Clerk 18.21
21210 - Tools And Parts Attendant 16.84
21410 - Warehouse Specialist 16.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 24.41
23021 - Aircraft Mechanic I 29.32
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.51
23040 - Aircraft Mechanic Helper 21.14
23050 - Aircraft Painter 27.70
23060 - Aircraft Servicer 24.41
23070 - Aircraft Survival Flight Equipment Technician 27.70
23080 - Aircraft Worker 26.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.32
23110 - Appliance Mechanic 25.80

23120 - Bicycle Repairer 21.21
23125 - Cable Splicer 45.68
23130 - Carpenter Maintenance 23.61
23140 - Carpet Layer 25.31
23160 - Electrician Maintenance 33.88
23181 - Electronics Technician Maintenance I 25.31
23182 - Electronics Technician Maintenance II 26.90
23183 - Electronics Technician Maintenance III 28.48
23260 - Fabric Worker 23.71
23290 - Fire Alarm System Mechanic 28.48
23310 - Fire Extinguisher Repairer 22.11
23311 - Fuel Distribution System Mechanic 28.48
23312 - Fuel Distribution System Operator 22.11
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 29.32
23381 - Ground Support Equipment Servicer 24.41
23382 - Ground Support Equipment Worker 26.06
23391 - Gunsmith I 22.11
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.23
23430 - Heavy Equipment Mechanic 29.06
23440 - Heavy Equipment Operator 24.96
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 26.90
23470 - Laborer 15.65
23510 - Locksmith 25.80
23530 - Machinery Maintenance Mechanic 30.32
23550 - Machinist Maintenance 27.77
23580 - Maintenance Trades Helper 19.61
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.98
23593 - Metrology Technician III 31.57
23640 - Millwright 28.48
23710 - Office Appliance Repairer 26.90
23760 - Painter Maintenance 21.02
23790 - Pipefitter Maintenance 30.95
23810 - Plumber Maintenance 27.63
23820 - Pneudraulic Systems Mechanic 28.48
23850 - Rigger 28.48
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 28.48
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 31.76
23932 - Telecommunications Mechanic II 33.45
23950 - Telephone Lineman 28.48
23960 - Welder Combination Maintenance 28.06

23965 - Well Driller	28.48
23970 - Woodcraft Worker	28.48
23980 - Woodworker	21.21
24000 - Personal Needs Occupations	
24550 - Case Manager	17.74
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	13.89
24620 - Family Readiness And Support Services Coordinator	17.74
24630 - Homemaker	17.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.07
25040 - Sewage Plant Operator	26.05
25070 - Stationary Engineer	30.07
25190 - Ventilation Equipment Tender	21.67
25210 - Water Treatment Plant Operator	26.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.95
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	26.80
27010 - Court Security Officer	28.00
27030 - Detection Dog Handler	18.47
27040 - Detention Officer	26.80
27070 - Firefighter	28.92
27101 - Guard I	13.41
27102 - Guard II	18.47
27131 - Police Officer I	29.80
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	17.80
28043 - Carnival Worker	12.72
28210 - Gate Attendant/Gate Tender	22.75
28310 - Lifeguard	13.92
28350 - Park Attendant (Aide)	25.43
28510 - Recreation Aide/Health Facility Attendant	18.55
28515 - Recreation Specialist	31.05
28630 - Sports Official	20.25
28690 - Swimming Pool Operator	20.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.31
29020 - Hatch Tender	25.31
29030 - Line Handler	25.31
29041 - Stevedore I	23.71
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 20.24
30022 - Archeological Technician II 22.65
30023 - Archeological Technician III 28.05
30030 - Cartographic Technician 28.05
30040 - Civil Engineering Technician 27.79
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 20.24
30062 - Drafter/CAD Operator II 22.65
30063 - Drafter/CAD Operator III 25.25
30064 - Drafter/CAD Operator IV 31.08
30081 - Engineering Technician I 19.07
30082 - Engineering Technician II 21.41
30083 - Engineering Technician III 23.96
30084 - Engineering Technician IV 29.67
30085 - Engineering Technician V 36.30
30086 - Engineering Technician VI 43.92
30090 - Environmental Technician 26.84
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 23.21
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 27.05
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 22.18
30363 - Paralegal/Legal Assistant III 27.13
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 28.05
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 26.49
30462 - Technical Writer II 33.53
30463 - Technical Writer III 39.20
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 31.08
30502 - Weather Forecaster II 37.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.25
30621 - Weather Observer Senior (see 2) 28.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.23
31030 - Bus Driver 22.25
31043 - Driver Courier 19.02
31260 - Parking and Lot Attendant 14.59
31290 - Shuttle Bus Driver 20.35

31310 - Taxi Driver	16.34
31361 - Truckdriver Light	20.35
31362 - Truckdriver Medium	22.25
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.48
99050 - Desk Clerk	13.21
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	33.93
99310 - Mortician	27.05
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.59
99820 - School Crossing Guard	16.12
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.38
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5556
Revision No.: 14
Date Of Last Revision: 06/11/2020

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: Washington

Area: Washington County of Klickitat

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		26.58
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		22.48
01070 - Document Preparation Clerk		13.75

01090 - Duplicating Machine Operator	13.75
01111 - General Clerk I	13.91
01112 - General Clerk II	15.17
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	14.12
01191 - Order Clerk I	13.04
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	17.28
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.99
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	20.09
01410 - Supply Technician	26.58
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.78
01612 - Word Processor II	16.59
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
05010 - Automotive Electrician	20.75
05040 - Automotive Glass Installer	19.53
05070 - Automotive Worker	19.53
05110 - Mobile Equipment Servicer	17.06
05130 - Motor Equipment Metal Mechanic	21.97
05160 - Motor Equipment Metal Worker	19.53
05190 - Motor Vehicle Mechanic	21.97
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.29
05280 - Motor Vehicle Wrecker	19.53
05310 - Painter Automotive	20.75
05340 - Radiator Repair Specialist	19.53
05370 - Tire Repairer	16.23
05400 - Transmission Repair Specialist	21.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.19
07041 - Cook I	15.61
07042 - Cook II	17.87
07070 - Dishwasher	12.92
07130 - Food Service Worker	12.61
07210 - Meat Cutter	18.26

07260 - Waiter/Waitress	14.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.28
09040 - Furniture Handler	16.57
09080 - Furniture Refinisher	24.67
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	24.28
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.71
11060 - Elevator Operator	14.71
11090 - Gardener	22.67
11122 - Housekeeping Aide	15.59
11150 - Janitor	15.59
11210 - Laborer Grounds Maintenance	18.00
11240 - Maid or Houseman	13.25
11260 - Pruner	16.24
11270 - Tractor Operator	21.38
11330 - Trail Maintenance Worker	18.00
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	21.99
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	28.06
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	43.96
12030 - EKG Technician	33.32
12035 - Electroneurodiagnostic Technologist	33.32
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.76
12130 - Medical Laboratory Technician	29.39
12160 - Medical Record Clerk	16.77
12190 - Medical Record Technician	24.49
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.31
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	20.46
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	17.60
12305 - Radiologic Technologist	32.34
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		27.23
12320 - Substance Abuse Treatment Counselor		27.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.52
13013 - Exhibits Specialist III		34.89
13041 - Illustrator I		23.03
13042 - Illustrator II		28.52
13043 - Illustrator III		34.89
13047 - Librarian		31.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		28.52
13058 - Library Technician		19.37
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.03
13063 - Media Specialist III		25.67
13071 - Photographer I		20.13
13072 - Photographer II		22.52
13073 - Photographer III		27.91
13074 - Photographer IV		34.12
13075 - Photographer V		41.28
13090 - Technical Order Library Clerk		15.20
13110 - Video Teleconference Technician		20.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.26
14160 - Personal Computer Support Technician		23.92
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63

15070 - Flight Instructor (Pilot) 41.12
15080 - Graphic Artist 24.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.82
15086 - Maintenance Test Pilot Rotary Wing 37.82
15088 - Non-Maintenance Test/Co-Pilot 37.82
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.92
16030 - Counter Attendant 15.92
16040 - Dry Cleaner 19.97
16070 - Finisher Flatwork Machine 15.92
16090 - Presser Hand 15.92
16110 - Presser Machine Drycleaning 15.92
16130 - Presser Machine Shirts 15.92
16160 - Presser Machine Wearing Apparel Laundry 15.92
16190 - Sewing Machine Operator 21.26
16220 - Tailor 22.16
16250 - Washer Machine 17.25
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.89
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.84
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 15.71
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 16.84
21110 - Shipping Packer 19.75
21130 - Shipping/Receiving Clerk 19.75
21140 - Store Worker I 14.11
21150 - Stock Clerk 18.21
21210 - Tools And Parts Attendant 16.84
21410 - Warehouse Specialist 16.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 24.41
23021 - Aircraft Mechanic I 29.32
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.51
23040 - Aircraft Mechanic Helper 21.14
23050 - Aircraft Painter 27.70
23060 - Aircraft Servicer 24.41
23070 - Aircraft Survival Flight Equipment Technician 27.70
23080 - Aircraft Worker 26.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.32
II
23110 - Appliance Mechanic 25.80
23120 - Bicycle Repairer 21.21
23125 - Cable Splicer 45.68
23130 - Carpenter Maintenance 23.61
23140 - Carpet Layer 25.31
23160 - Electrician Maintenance 33.88
23181 - Electronics Technician Maintenance I 25.31
23182 - Electronics Technician Maintenance II 26.90
23183 - Electronics Technician Maintenance III 28.48
23260 - Fabric Worker 23.71
23290 - Fire Alarm System Mechanic 28.48
23310 - Fire Extinguisher Repairer 22.11
23311 - Fuel Distribution System Mechanic 28.48
23312 - Fuel Distribution System Operator 22.11
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 29.32
23381 - Ground Support Equipment Servicer 24.41
23382 - Ground Support Equipment Worker 26.06
23391 - Gunsmith I 22.11
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.48
23410 - Heating Ventilation And Air-Conditioning 23.96
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.23
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.06
23440 - Heavy Equipment Operator 24.96
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 26.90
23470 - Laborer 15.65
23510 - Locksmith 25.80
23530 - Machinery Maintenance Mechanic 30.32
23550 - Machinist Maintenance 27.77
23580 - Maintenance Trades Helper 19.61
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.98
23593 - Metrology Technician III 31.57
23640 - Millwright 28.48
23710 - Office Appliance Repairer 26.90
23760 - Painter Maintenance 21.02
23790 - Pipefitter Maintenance 30.95
23810 - Plumber Maintenance 27.63
23820 - Pneudraulic Systems Mechanic 28.48
23850 - Rigger 28.48
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 28.48
23910 - Small Engine Mechanic 21.78
23931 - Telecommunications Mechanic I 31.76

23932 - Telecommunications Mechanic II 33.45
23950 - Telephone Lineman 28.48
23960 - Welder Combination Maintenance 28.06
23965 - Well Driller 28.48
23970 - Woodcraft Worker 28.48
23980 - Woodworker 21.21
24000 - Personal Needs Occupations
24550 - Case Manager 17.74
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.28
24610 - Chore Aide 13.89
24620 - Family Readiness And Support Services Coordinator 17.74
24630 - Homemaker 17.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.07
25040 - Sewage Plant Operator 26.05
25070 - Stationary Engineer 30.07
25190 - Ventilation Equipment Tender 21.67
25210 - Water Treatment Plant Operator 26.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.95
27007 - Baggage Inspector 13.41
27008 - Corrections Officer 26.80
27010 - Court Security Officer 28.00
27030 - Detection Dog Handler 18.47
27040 - Detention Officer 26.80
27070 - Firefighter 28.92
27101 - Guard I 13.41
27102 - Guard II 18.47
27131 - Police Officer I 29.80
27132 - Police Officer II 33.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 17.80
28043 - Carnival Worker 12.72
28210 - Gate Attendant/Gate Tender 22.75
28310 - Lifeguard 13.92
28350 - Park Attendant (Aide) 25.43
28510 - Recreation Aide/Health Facility Attendant 18.55
28515 - Recreation Specialist 31.05
28630 - Sports Official 20.25
28690 - Swimming Pool Operator 20.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.31
29020 - Hatch Tender 25.31
29030 - Line Handler 25.31
29041 - Stevedore I 23.71
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 20.24
30022 - Archeological Technician II 22.65
30023 - Archeological Technician III 28.05
30030 - Cartographic Technician 28.05
30040 - Civil Engineering Technician 27.79
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 20.24
30062 - Drafter/CAD Operator II 22.65
30063 - Drafter/CAD Operator III 25.25
30064 - Drafter/CAD Operator IV 31.08
30081 - Engineering Technician I 19.07
30082 - Engineering Technician II 21.41
30083 - Engineering Technician III 23.96
30084 - Engineering Technician IV 29.67
30085 - Engineering Technician V 36.30
30086 - Engineering Technician VI 43.92
30090 - Environmental Technician 26.84
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 23.21
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 27.05
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 22.18
30363 - Paralegal/Legal Assistant III 27.13
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 28.05
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 26.49
30462 - Technical Writer II 33.53
30463 - Technical Writer III 39.20
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 31.08
30502 - Weather Forecaster II 37.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.25
30621 - Weather Observer Senior (see 2) 28.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.23
31030 - Bus Driver 22.25

31043 - Driver Courier	19.02
31260 - Parking and Lot Attendant	14.59
31290 - Shuttle Bus Driver	20.35
31310 - Taxi Driver	16.34
31361 - Truckdriver Light	20.35
31362 - Truckdriver Medium	22.25
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.48
99050 - Desk Clerk	13.21
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	33.93
99310 - Mortician	27.05
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.59
99820 - School Crossing Guard	16.12
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.38
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5557
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: Washington

Area: Washington Counties of Kittitas Okanogan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.37
01020 - Administrative Assistant		26.58
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		21.21
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		13.91
01112 - General Clerk II		15.17

01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	11.94
01191 - Order Clerk I	13.04
01192 - Order Clerk II	14.23
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.99
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	13.50
01300 - Scheduler Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	20.09
01410 - Supply Technician	26.58
01420 - Survey Worker	16.43
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.78
01612 - Word Processor II	16.59
01613 - Word Processor III	18.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	20.75
05040 - Automotive Glass Installer	19.53
05070 - Automotive Worker	19.53
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	21.97
05160 - Motor Equipment Metal Worker	19.53
05190 - Motor Vehicle Mechanic	21.97
05220 - Motor Vehicle Mechanic Helper	15.83
05250 - Motor Vehicle Upholstery Worker	18.29
05280 - Motor Vehicle Wrecker	19.53
05310 - Painter Automotive	20.75
05340 - Radiator Repair Specialist	19.53
05370 - Tire Repairer	16.21
05400 - Transmission Repair Specialist	21.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.61
07042 - Cook II	17.87
07070 - Dishwasher	12.92
07130 - Food Service Worker	12.61
07210 - Meat Cutter	18.26
07260 - Waiter/Waitress	14.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.45

09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	25.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.71
11060 - Elevator Operator	14.71
11090 - Gardener	21.54
11122 - Housekeeping Aide	15.59
11150 - Janitor	15.59
11210 - Laborer Grounds Maintenance	18.00
11240 - Maid or Houseman	13.25
11260 - Pruner	16.24
11270 - Tractor Operator	21.38
11330 - Trail Maintenance Worker	18.00
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	18.60
12011 - Breath Alcohol Technician	21.99
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	28.06
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	43.95
12030 - EKG Technician	33.32
12035 - Electroneurodiagnostic Technologist	33.32
12040 - Emergency Medical Technician	18.60
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.76
12130 - Medical Laboratory Technician	29.39
12160 - Medical Record Clerk	16.77
12190 - Medical Record Technician	24.49
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.31
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	20.46
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	17.60
12305 - Radiologic Technologist	32.34
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35

12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		27.23
12320 - Substance Abuse Treatment Counselor		27.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.52
13013 - Exhibits Specialist III		34.89
13041 - Illustrator I		23.03
13042 - Illustrator II		28.52
13043 - Illustrator III		34.89
13047 - Librarian		31.59
13050 - Library Aide/Clerk		12.10
13054 - Library Information Technology Systems Administrator		28.52
13058 - Library Technician		19.37
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.03
13063 - Media Specialist III		25.67
13071 - Photographer I		20.58
13072 - Photographer II		23.03
13073 - Photographer III		28.52
13074 - Photographer IV		34.89
13075 - Photographer V		40.72
13090 - Technical Order Library Clerk		15.20
13110 - Video Teleconference Technician		20.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.26
14160 - Personal Computer Support Technician		27.57
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.82
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		30.38
15070 - Flight Instructor (Pilot)		37.82
15080 - Graphic Artist		24.20
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.82

15086 - Maintenance Test Pilot Rotary Wing 37.82
15088 - Non-Maintenance Test/Co-Pilot 37.82
15090 - Technical Instructor 23.94
15095 - Technical Instructor/Course Developer 29.28
15110 - Test Proctor 19.68
15120 - Tutor 19.68
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.61
16030 - Counter Attendant 15.61
16040 - Dry Cleaner 18.68
16070 - Finisher Flatwork Machine 15.61
16090 - Presser Hand 15.61
16110 - Presser Machine Drycleaning 15.61
16130 - Presser Machine Shirts 15.61
16160 - Presser Machine Wearing Apparel Laundry 15.61
16190 - Sewing Machine Operator 19.80
16220 - Tailor 20.92
16250 - Washer Machine 16.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.80
19040 - Tool And Die Maker 31.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.84
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 15.65
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 16.84
21110 - Shipping Packer 19.75
21130 - Shipping/Receiving Clerk 19.75
21140 - Store Worker I 14.11
21150 - Stock Clerk 18.21
21210 - Tools And Parts Attendant 16.84
21410 - Warehouse Specialist 16.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.87
23019 - Aircraft Logs and Records Technician 24.41
23021 - Aircraft Mechanic I 29.32
23022 - Aircraft Mechanic II 30.87
23023 - Aircraft Mechanic III 32.51
23040 - Aircraft Mechanic Helper 21.14
23050 - Aircraft Painter 27.70
23060 - Aircraft Servicer 24.41
23070 - Aircraft Survival Flight Equipment Technician 27.70
23080 - Aircraft Worker 26.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.32
23110 - Appliance Mechanic 25.80

23120 - Bicycle Repairer	21.21
23125 - Cable Splicer	42.72
23130 - Carpenter Maintenance	23.61
23140 - Carpet Layer	25.31
23160 - Electrician Maintenance	31.56
23181 - Electronics Technician Maintenance I	25.31
23182 - Electronics Technician Maintenance II	26.90
23183 - Electronics Technician Maintenance III	28.48
23260 - Fabric Worker	23.71
23290 - Fire Alarm System Mechanic	27.31
23310 - Fire Extinguisher Repairer	22.11
23311 - Fuel Distribution System Mechanic	27.31
23312 - Fuel Distribution System Operator	22.11
23370 - General Maintenance Worker	20.79
23380 - Ground Support Equipment Mechanic	29.32
23381 - Ground Support Equipment Servicer	24.41
23382 - Ground Support Equipment Worker	26.06
23391 - Gunsmith I	22.11
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.23
23430 - Heavy Equipment Mechanic	28.58
23440 - Heavy Equipment Operator	24.96
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	26.90
23470 - Laborer	15.65
23510 - Locksmith	26.90
23530 - Machinery Maintenance Mechanic	30.32
23550 - Machinist Maintenance	21.69
23580 - Maintenance Trades Helper	19.06
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.98
23593 - Metrology Technician III	31.57
23640 - Millwright	28.48
23710 - Office Appliance Repairer	26.90
23760 - Painter Maintenance	21.02
23790 - Pipefitter Maintenance	27.31
23810 - Plumber Maintenance	25.80
23820 - Pneudraulic Systems Mechanic	28.48
23850 - Rigger	28.48
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker Maintenance	27.18
23910 - Small Engine Mechanic	21.07
23931 - Telecommunications Mechanic I	31.76
23932 - Telecommunications Mechanic II	33.45
23950 - Telephone Lineman	28.12
23960 - Welder Combination Maintenance	24.56

23965 - Well Driller 26.63
23970 - Woodcraft Worker 28.48
23980 - Woodworker 22.11
24000 - Personal Needs Occupations
24550 - Case Manager 17.74
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.28
24610 - Chore Aide 13.89
24620 - Family Readiness And Support Services Coordinator 17.74
24630 - Homemaker 17.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.07
25040 - Sewage Plant Operator 25.60
25070 - Stationary Engineer 30.07
25190 - Ventilation Equipment Tender 21.67
25210 - Water Treatment Plant Operator 25.60
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.95
27007 - Baggage Inspector 13.44
27008 - Corrections Officer 26.80
27010 - Court Security Officer 28.00
27030 - Detection Dog Handler 17.58
27040 - Detention Officer 26.80
27070 - Firefighter 26.63
27101 - Guard I 13.44
27102 - Guard II 17.58
27131 - Police Officer I 29.80
27132 - Police Officer II 33.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 17.80
28043 - Carnival Worker 12.72
28210 - Gate Attendant/Gate Tender 22.54
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 25.23
28510 - Recreation Aide/Health Facility Attendant 18.40
28515 - Recreation Specialist 26.75
28630 - Sports Official 20.09
28690 - Swimming Pool Operator 20.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.31
29020 - Hatch Tender 25.31
29030 - Line Handler 25.31
29041 - Stevedore I 23.71
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		20.34
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		28.18
30030 - Cartographic Technician		28.18
30040 - Civil Engineering Technician		27.69
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		20.34
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.38
30064 - Drafter/CAD Operator IV		31.22
30081 - Engineering Technician I		18.35
30082 - Engineering Technician II		20.48
30083 - Engineering Technician III		23.00
30084 - Engineering Technician IV		28.53
30085 - Engineering Technician V		34.79
30086 - Engineering Technician VI		42.23
30090 - Environmental Technician		28.09
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		24.85
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		28.18
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		28.18
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		25.07
30462 - Technical Writer II		32.82
30463 - Technical Writer III		39.72
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		31.22
30502 - Weather Forecaster II		37.98
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.38
30621 - Weather Observer Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.23
31030 - Bus Driver		22.25
31043 - Driver Courier		16.29
31260 - Parking and Lot Attendant		14.59
31290 - Shuttle Bus Driver		17.41

31310 - Taxi Driver	18.35
31361 - Truckdriver Light	17.41
31362 - Truckdriver Medium	22.25
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.48
99050 - Desk Clerk	13.21
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	33.93
99310 - Mortician	24.24
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	21.09
99730 - Refuse Collector	16.24
99810 - Sales Clerk	13.59
99820 - School Crossing Guard	16.12
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5558
Revision No.: 14
Date Of Last Revision: 06/11/2020

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: Washington

Area: Washington Counties of Kittitas Okanogan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.37
01020 - Administrative Assistant		26.58
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.98
01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		21.21
01070 - Document Preparation Clerk		13.59

01090 - Duplicating Machine Operator	13.59
01111 - General Clerk I	13.91
01112 - General Clerk II	15.17
01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	19.56
01141 - Messenger Courier	11.94
01191 - Order Clerk I	13.04
01192 - Order Clerk II	14.23
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.99
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	13.50
01300 - Scheduler Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	20.09
01410 - Supply Technician	26.58
01420 - Survey Worker	16.43
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.78
01612 - Word Processor II	16.59
01613 - Word Processor III	18.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	20.75
05040 - Automotive Glass Installer	19.53
05070 - Automotive Worker	19.53
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	21.97
05160 - Motor Equipment Metal Worker	19.53
05190 - Motor Vehicle Mechanic	21.97
05220 - Motor Vehicle Mechanic Helper	15.83
05250 - Motor Vehicle Upholstery Worker	18.29
05280 - Motor Vehicle Wrecker	19.53
05310 - Painter Automotive	20.75
05340 - Radiator Repair Specialist	19.53
05370 - Tire Repairer	16.21
05400 - Transmission Repair Specialist	21.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.61
07042 - Cook II	17.87
07070 - Dishwasher	12.92
07130 - Food Service Worker	12.61
07210 - Meat Cutter	18.26

07260 - Waiter/Waitress	14.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.45
09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	25.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.71
11060 - Elevator Operator	14.71
11090 - Gardener	21.54
11122 - Housekeeping Aide	15.59
11150 - Janitor	15.59
11210 - Laborer Grounds Maintenance	18.00
11240 - Maid or Houseman	13.25
11260 - Pruner	16.24
11270 - Tractor Operator	21.38
11330 - Trail Maintenance Worker	18.00
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	18.60
12011 - Breath Alcohol Technician	21.99
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	28.06
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	43.95
12030 - EKG Technician	33.32
12035 - Electroneurodiagnostic Technologist	33.32
12040 - Emergency Medical Technician	18.60
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.76
12130 - Medical Laboratory Technician	29.39
12160 - Medical Record Clerk	16.77
12190 - Medical Record Technician	24.49
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.31
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	20.46
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	17.60
12305 - Radiologic Technologist	32.34
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21

12313 - Registered Nurse II Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		27.23
12320 - Substance Abuse Treatment Counselor		27.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.52
13013 - Exhibits Specialist III		34.89
13041 - Illustrator I		23.03
13042 - Illustrator II		28.52
13043 - Illustrator III		34.89
13047 - Librarian		31.59
13050 - Library Aide/Clerk		12.10
13054 - Library Information Technology Systems Administrator		28.52
13058 - Library Technician		19.37
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.03
13063 - Media Specialist III		25.67
13071 - Photographer I		20.58
13072 - Photographer II		23.03
13073 - Photographer III		28.52
13074 - Photographer IV		34.89
13075 - Photographer V		40.72
13090 - Technical Order Library Clerk		15.20
13110 - Video Teleconference Technician		20.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.26
14160 - Personal Computer Support Technician		27.57
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.82
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		30.38

15070 - Flight Instructor (Pilot)	37.82
15080 - Graphic Artist	24.20
15085 - Maintenance Test Pilot Fixed Jet/Prop	37.82
15086 - Maintenance Test Pilot Rotary Wing	37.82
15088 - Non-Maintenance Test/Co-Pilot	37.82
15090 - Technical Instructor	23.94
15095 - Technical Instructor/Course Developer	29.28
15110 - Test Proctor	19.68
15120 - Tutor	19.68
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.61
16030 - Counter Attendant	15.61
16040 - Dry Cleaner	18.68
16070 - Finisher Flatwork Machine	15.61
16090 - Presser Hand	15.61
16110 - Presser Machine Drycleaning	15.61
16130 - Presser Machine Shirts	15.61
16160 - Presser Machine Wearing Apparel Laundry	15.61
16190 - Sewing Machine Operator	19.80
16220 - Tailor	20.92
16250 - Washer Machine	16.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.80
19040 - Tool And Die Maker	31.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.84
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	15.65
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	19.75
21130 - Shipping/Receiving Clerk	19.75
21140 - Store Worker I	14.11
21150 - Stock Clerk	18.21
21210 - Tools And Parts Attendant	16.84
21410 - Warehouse Specialist	16.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records Technician	24.41
23021 - Aircraft Mechanic I	29.32
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.51
23040 - Aircraft Mechanic Helper	21.14
23050 - Aircraft Painter	27.70
23060 - Aircraft Servicer	24.41
23070 - Aircraft Survival Flight Equipment Technician	27.70
23080 - Aircraft Worker	26.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.32
23110 - Appliance Mechanic 25.80
23120 - Bicycle Repairer 21.21
23125 - Cable Splicer 42.72
23130 - Carpenter Maintenance 23.61
23140 - Carpet Layer 25.31
23160 - Electrician Maintenance 31.56
23181 - Electronics Technician Maintenance I 25.31
23182 - Electronics Technician Maintenance II 26.90
23183 - Electronics Technician Maintenance III 28.48
23260 - Fabric Worker 23.71
23290 - Fire Alarm System Mechanic 27.31
23310 - Fire Extinguisher Repairer 22.11
23311 - Fuel Distribution System Mechanic 27.31
23312 - Fuel Distribution System Operator 22.11
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 29.32
23381 - Ground Support Equipment Servicer 24.41
23382 - Ground Support Equipment Worker 26.06
23391 - Gunsmith I 22.11
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.23
23430 - Heavy Equipment Mechanic 28.58
23440 - Heavy Equipment Operator 24.96
23460 - Instrument Mechanic 28.48
23465 - Laboratory/Shelter Mechanic 26.90
23470 - Laborer 15.65
23510 - Locksmith 26.90
23530 - Machinery Maintenance Mechanic 30.32
23550 - Machinist Maintenance 21.69
23580 - Maintenance Trades Helper 19.06
23591 - Metrology Technician I 28.48
23592 - Metrology Technician II 29.98
23593 - Metrology Technician III 31.57
23640 - Millwright 28.48
23710 - Office Appliance Repairer 26.90
23760 - Painter Maintenance 21.02
23790 - Pipefitter Maintenance 27.31
23810 - Plumber Maintenance 25.80
23820 - Pneudraulic Systems Mechanic 28.48
23850 - Rigger 28.48
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 27.18
23910 - Small Engine Mechanic 21.07
23931 - Telecommunications Mechanic I 31.76

23932 - Telecommunications Mechanic II 33.45
23950 - Telephone Lineman 28.12
23960 - Welder Combination Maintenance 24.56
23965 - Well Driller 26.63
23970 - Woodcraft Worker 28.48
23980 - Woodworker 22.11
24000 - Personal Needs Occupations
24550 - Case Manager 17.74
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.28
24610 - Chore Aide 13.89
24620 - Family Readiness And Support Services Coordinator 17.74
24630 - Homemaker 17.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.07
25040 - Sewage Plant Operator 25.60
25070 - Stationary Engineer 30.07
25190 - Ventilation Equipment Tender 21.67
25210 - Water Treatment Plant Operator 25.60
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.95
27007 - Baggage Inspector 13.44
27008 - Corrections Officer 26.80
27010 - Court Security Officer 28.00
27030 - Detection Dog Handler 17.58
27040 - Detention Officer 26.80
27070 - Firefighter 26.63
27101 - Guard I 13.44
27102 - Guard II 17.58
27131 - Police Officer I 29.80
27132 - Police Officer II 33.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 17.80
28043 - Carnival Worker 12.72
28210 - Gate Attendant/Gate Tender 22.54
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 25.23
28510 - Recreation Aide/Health Facility Attendant 18.40
28515 - Recreation Specialist 26.75
28630 - Sports Official 20.09
28690 - Swimming Pool Operator 20.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.31
29020 - Hatch Tender 25.31
29030 - Line Handler 25.31
29041 - Stevedore I 23.71
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 20.34
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 28.18
30030 - Cartographic Technician 28.18
30040 - Civil Engineering Technician 27.69
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 20.34
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.38
30064 - Drafter/CAD Operator IV 31.22
30081 - Engineering Technician I 18.35
30082 - Engineering Technician II 20.48
30083 - Engineering Technician III 23.00
30084 - Engineering Technician IV 28.53
30085 - Engineering Technician V 34.79
30086 - Engineering Technician VI 42.23
30090 - Environmental Technician 28.09
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 24.85
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.39
30240 - Mathematical Technician 28.18
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.33
30363 - Paralegal/Legal Assistant III 29.77
30364 - Paralegal/Legal Assistant IV 36.02
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 28.18
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 25.07
30462 - Technical Writer II 32.82
30463 - Technical Writer III 39.72
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 31.22
30502 - Weather Forecaster II 37.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.38
30621 - Weather Observer Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.23
31030 - Bus Driver 22.25

31043 - Driver Courier	16.29
31260 - Parking and Lot Attendant	14.59
31290 - Shuttle Bus Driver	17.41
31310 - Taxi Driver	18.35
31361 - Truckdriver Light	17.41
31362 - Truckdriver Medium	22.25
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.48
99050 - Desk Clerk	13.21
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	33.93
99310 - Mortician	24.24
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	21.09
99730 - Refuse Collector	16.24
99810 - Sales Clerk	13.59
99820 - School Crossing Guard	16.12
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5559
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: Washington

Area: Washington Counties of Adams Ferry Garfield Grant Lincoln Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.37
01020 - Administrative Assistant		26.58
01035 - Court Reporter		17.57
01041 - Customer Service Representative I		13.89
01042 - Customer Service Representative II		15.63
01043 - Customer Service Representative III		17.05
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		21.40
01070 - Document Preparation Clerk		13.99
01090 - Duplicating Machine Operator		13.99
01111 - General Clerk I		13.91
01112 - General Clerk II		15.17

01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	19.59
01141 - Messenger Courier	11.94
01191 - Order Clerk I	12.85
01192 - Order Clerk II	14.02
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.99
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	13.63
01300 - Scheduler Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.57
01313 - Secretary III	19.59
01320 - Service Order Dispatcher	20.09
01410 - Supply Technician	26.58
01420 - Survey Worker	16.43
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.78
01612 - Word Processor II	16.59
01613 - Word Processor III	18.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	21.07
05040 - Automotive Glass Installer	19.93
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.67
05130 - Motor Equipment Metal Mechanic	22.19
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	22.19
05220 - Motor Vehicle Mechanic Helper	16.54
05250 - Motor Vehicle Upholstery Worker	18.80
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	21.07
05340 - Radiator Repair Specialist	19.93
05370 - Tire Repairer	14.67
05400 - Transmission Repair Specialist	22.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.22
07042 - Cook II	17.17
07070 - Dishwasher	12.92
07130 - Food Service Worker	12.61
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	14.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.45

09040 - Furniture Handler	17.28
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	25.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.71
11060 - Elevator Operator	14.71
11090 - Gardener	21.12
11122 - Housekeeping Aide	16.07
11150 - Janitor	16.07
11210 - Laborer Grounds Maintenance	17.06
11240 - Maid or Houseman	13.25
11260 - Pruner	15.70
11270 - Tractor Operator	19.77
11330 - Trail Maintenance Worker	17.06
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	21.99
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	27.95
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	45.03
12030 - EKG Technician	33.32
12035 - Electroneurodiagnostic Technologist	33.32
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.76
12130 - Medical Laboratory Technician	27.37
12160 - Medical Record Clerk	16.77
12190 - Medical Record Technician	18.77
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.31
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	20.82
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	17.60
12305 - Radiologic Technologist	32.34
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35

12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		27.23
12320 - Substance Abuse Treatment Counselor		27.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.52
13013 - Exhibits Specialist III		34.89
13041 - Illustrator I		23.03
13042 - Illustrator II		28.52
13043 - Illustrator III		34.89
13047 - Librarian		31.59
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		28.52
13058 - Library Technician		21.16
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.03
13063 - Media Specialist III		25.67
13071 - Photographer I		20.58
13072 - Photographer II		23.03
13073 - Photographer III		28.52
13074 - Photographer IV		34.89
13075 - Photographer V		40.72
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.26
14160 - Personal Computer Support Technician		27.57
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.82
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		31.07
15070 - Flight Instructor (Pilot)		37.82
15080 - Graphic Artist		25.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.82

15086 - Maintenance Test Pilot Rotary Wing 37.82
15088 - Non-Maintenance Test/Co-Pilot 37.82
15090 - Technical Instructor 28.29
15095 - Technical Instructor/Course Developer 34.61
15110 - Test Proctor 22.84
15120 - Tutor 22.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.22
16030 - Counter Attendant 15.22
16040 - Dry Cleaner 17.40
16070 - Finisher Flatwork Machine 15.22
16090 - Presser Hand 15.22
16110 - Presser Machine Drycleaning 15.22
16130 - Presser Machine Shirts 15.22
16160 - Presser Machine Wearing Apparel Laundry 15.22
16190 - Sewing Machine Operator 18.13
16220 - Tailor 18.85
16250 - Washer Machine 15.95
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.80
19040 - Tool And Die Maker 31.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.30
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 15.92
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 17.30
21110 - Shipping Packer 19.92
21130 - Shipping/Receiving Clerk 19.92
21140 - Store Worker I 14.11
21150 - Stock Clerk 18.21
21210 - Tools And Parts Attendant 17.30
21410 - Warehouse Specialist 17.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.23
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 28.23
23023 - Aircraft Mechanic III 29.59
23040 - Aircraft Mechanic Helper 20.02
23050 - Aircraft Painter 25.50
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 25.50
23080 - Aircraft Worker 24.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.86
23110 - Appliance Mechanic 25.80

23120 - Bicycle Repairer	21.21
23125 - Cable Splicer	38.84
23130 - Carpenter Maintenance	23.61
23140 - Carpet Layer	24.27
23160 - Electrician Maintenance	33.88
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.80
23183 - Electronics Technician Maintenance III	27.31
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	27.31
23310 - Fire Extinguisher Repairer	21.38
23311 - Fuel Distribution System Mechanic	27.31
23312 - Fuel Distribution System Operator	23.01
23370 - General Maintenance Worker	20.79
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	22.75
23382 - Ground Support Equipment Worker	24.12
23391 - Gunsmith I	21.38
23392 - Gunsmith II	24.27
23393 - Gunsmith III	27.31
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.78
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	26.36
23460 - Instrument Mechanic	27.31
23465 - Laboratory/Shelter Mechanic	25.80
23470 - Laborer	15.92
23510 - Locksmith	25.80
23530 - Machinery Maintenance Mechanic	30.32
23550 - Machinist Maintenance	21.00
23580 - Maintenance Trades Helper	19.68
23591 - Metrology Technician I	27.31
23592 - Metrology Technician II	28.77
23593 - Metrology Technician III	30.29
23640 - Millwright	27.31
23710 - Office Appliance Repairer	25.80
23760 - Painter Maintenance	19.36
23790 - Pipefitter Maintenance	27.31
23810 - Plumber Maintenance	25.80
23820 - Pneudraulic Systems Mechanic	27.31
23850 - Rigger	27.31
23870 - Scale Mechanic	24.27
23890 - Sheet-Metal Worker Maintenance	26.86
23910 - Small Engine Mechanic	21.07
23931 - Telecommunications Mechanic I	31.76
23932 - Telecommunications Mechanic II	33.40
23950 - Telephone Lineman	27.31
23960 - Welder Combination Maintenance	27.02

23965 - Well Driller	26.63
23970 - Woodcraft Worker	27.31
23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.74
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	13.89
24620 - Family Readiness And Support Services Coordinator	17.74
24630 - Homemaker	17.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.55
25040 - Sewage Plant Operator	25.14
25070 - Stationary Engineer	29.55
25190 - Ventilation Equipment Tender	21.67
25210 - Water Treatment Plant Operator	25.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.95
27007 - Baggage Inspector	17.77
27008 - Corrections Officer	26.80
27010 - Court Security Officer	28.00
27030 - Detection Dog Handler	19.89
27040 - Detention Officer	26.80
27070 - Firefighter	26.63
27101 - Guard I	17.77
27102 - Guard II	19.89
27131 - Police Officer I	29.80
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	17.80
28043 - Carnival Worker	12.72
28210 - Gate Attendant/Gate Tender	20.00
28310 - Lifeguard	14.72
28350 - Park Attendant (Aide)	22.37
28510 - Recreation Aide/Health Facility Attendant	16.32
28515 - Recreation Specialist	26.75
28630 - Sports Official	17.81
28690 - Swimming Pool Operator	20.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.27
29020 - Hatch Tender	24.27
29030 - Line Handler	24.27
29041 - Stevedore I	22.75
29042 - Stevedore II	25.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		21.41
30022 - Archeological Technician II		23.96
30023 - Archeological Technician III		29.67
30030 - Cartographic Technician		29.67
30040 - Civil Engineering Technician		30.64
30051 - Cryogenic Technician I		32.86
30052 - Cryogenic Technician II		36.30
30061 - Drafter/CAD Operator I		21.41
30062 - Drafter/CAD Operator II		23.96
30063 - Drafter/CAD Operator III		26.71
30064 - Drafter/CAD Operator IV		32.86
30081 - Engineering Technician I		19.07
30082 - Engineering Technician II		21.41
30083 - Engineering Technician III		23.96
30084 - Engineering Technician IV		29.67
30085 - Engineering Technician V		36.30
30086 - Engineering Technician VI		43.92
30090 - Environmental Technician		29.67
30095 - Evidence Control Specialist		29.67
30210 - Laboratory Technician		25.77
30221 - Latent Fingerprint Technician I		32.86
30222 - Latent Fingerprint Technician II		36.30
30240 - Mathematical Technician		29.67
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.33
30363 - Paralegal/Legal Assistant III		29.77
30364 - Paralegal/Legal Assistant IV		36.02
30375 - Petroleum Supply Specialist		36.30
30390 - Photo-Optics Technician		29.67
30395 - Radiation Control Technician		36.30
30461 - Technical Writer I		27.58
30462 - Technical Writer II		36.10
30463 - Technical Writer III		43.69
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		32.86
30502 - Weather Forecaster II		39.98
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.71
30621 - Weather Observer Senior	(see 2)	29.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.95
31030 - Bus Driver		21.89
31043 - Driver Courier		16.29
31260 - Parking and Lot Attendant		14.59
31290 - Shuttle Bus Driver		17.41

31310 - Taxi Driver	18.73
31361 - Truckdriver Light	17.41
31362 - Truckdriver Medium	20.75
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.48
99050 - Desk Clerk	13.21
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	29.85
99310 - Mortician	24.24
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.01
99711 - Recycling Specialist	24.35
99730 - Refuse Collector	21.24
99810 - Sales Clerk	13.59
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5560
Revision No.: 12
Date Of Last Revision: 06/11/2020

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: Washington

Area: Washington Counties of Adams Ferry Garfield Grant Lincoln Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.31
01013 - Accounting Clerk III		19.37
01020 - Administrative Assistant		26.58
01035 - Court Reporter		17.57
01041 - Customer Service Representative I		13.89
01042 - Customer Service Representative II		15.63
01043 - Customer Service Representative III		17.05
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.58
01060 - Dispatcher Motor Vehicle		21.40
01070 - Document Preparation Clerk		13.99

01090 - Duplicating Machine Operator	13.99
01111 - General Clerk I	13.91
01112 - General Clerk II	15.17
01113 - General Clerk III	17.03
01120 - Housing Referral Assistant	19.59
01141 - Messenger Courier	11.94
01191 - Order Clerk I	12.85
01192 - Order Clerk II	14.02
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.99
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	13.63
01300 - Scheduler Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.57
01313 - Secretary III	19.59
01320 - Service Order Dispatcher	20.09
01410 - Supply Technician	26.58
01420 - Survey Worker	16.43
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.78
01612 - Word Processor II	16.59
01613 - Word Processor III	18.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	21.07
05040 - Automotive Glass Installer	19.93
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.67
05130 - Motor Equipment Metal Mechanic	22.19
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	22.19
05220 - Motor Vehicle Mechanic Helper	16.54
05250 - Motor Vehicle Upholstery Worker	18.80
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	21.07
05340 - Radiator Repair Specialist	19.93
05370 - Tire Repairer	14.67
05400 - Transmission Repair Specialist	22.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.22
07042 - Cook II	17.17
07070 - Dishwasher	12.92
07130 - Food Service Worker	12.61
07210 - Meat Cutter	18.06

07260 - Waiter/Waitress	14.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.45
09040 - Furniture Handler	17.28
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	25.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.71
11060 - Elevator Operator	14.71
11090 - Gardener	21.12
11122 - Housekeeping Aide	16.07
11150 - Janitor	16.07
11210 - Laborer Grounds Maintenance	17.06
11240 - Maid or Houseman	13.25
11260 - Pruner	15.70
11270 - Tractor Operator	19.77
11330 - Trail Maintenance Worker	17.06
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	21.99
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	27.95
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	45.03
12030 - EKG Technician	33.32
12035 - Electroneurodiagnostic Technologist	33.32
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.99
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	17.76
12130 - Medical Laboratory Technician	27.37
12160 - Medical Record Clerk	16.77
12190 - Medical Record Technician	18.77
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine Technologist	48.31
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	20.82
12236 - Optical Technician	19.65
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	17.60
12305 - Radiologic Technologist	32.34
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21

12313 - Registered Nurse II Specialist		29.21
12314 - Registered Nurse III		35.35
12315 - Registered Nurse III Anesthetist		35.35
12316 - Registered Nurse IV		42.35
12317 - Scheduler (Drug and Alcohol Testing)		27.23
12320 - Substance Abuse Treatment Counselor		27.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.52
13013 - Exhibits Specialist III		34.89
13041 - Illustrator I		23.03
13042 - Illustrator II		28.52
13043 - Illustrator III		34.89
13047 - Librarian		31.59
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		28.52
13058 - Library Technician		21.16
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.03
13063 - Media Specialist III		25.67
13071 - Photographer I		20.58
13072 - Photographer II		23.03
13073 - Photographer III		28.52
13074 - Photographer IV		34.89
13075 - Photographer V		40.72
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.26
14160 - Personal Computer Support Technician		27.57
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		37.82
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		31.07

15070 - Flight Instructor (Pilot) 37.82
15080 - Graphic Artist 25.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.82
15086 - Maintenance Test Pilot Rotary Wing 37.82
15088 - Non-Maintenance Test/Co-Pilot 37.82
15090 - Technical Instructor 28.29
15095 - Technical Instructor/Course Developer 34.61
15110 - Test Proctor 22.84
15120 - Tutor 22.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.22
16030 - Counter Attendant 15.22
16040 - Dry Cleaner 17.40
16070 - Finisher Flatwork Machine 15.22
16090 - Presser Hand 15.22
16110 - Presser Machine Drycleaning 15.22
16130 - Presser Machine Shirts 15.22
16160 - Presser Machine Wearing Apparel Laundry 15.22
16190 - Sewing Machine Operator 18.13
16220 - Tailor 18.85
16250 - Washer Machine 15.95
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.80
19040 - Tool And Die Maker 31.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.30
21030 - Material Coordinator 23.52
21040 - Material Expediter 23.52
21050 - Material Handling Laborer 15.92
21071 - Order Filler 14.11
21080 - Production Line Worker (Food Processing) 17.30
21110 - Shipping Packer 19.92
21130 - Shipping/Receiving Clerk 19.92
21140 - Store Worker I 14.11
21150 - Stock Clerk 18.21
21210 - Tools And Parts Attendant 17.30
21410 - Warehouse Specialist 17.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.23
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 26.86
23022 - Aircraft Mechanic II 28.23
23023 - Aircraft Mechanic III 29.59
23040 - Aircraft Mechanic Helper 20.02
23050 - Aircraft Painter 25.50
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 25.50
23080 - Aircraft Worker 24.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.12

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.86
II
23110 - Appliance Mechanic 25.80
23120 - Bicycle Repairer 21.21
23125 - Cable Splicer 38.84
23130 - Carpenter Maintenance 23.61
23140 - Carpet Layer 24.27
23160 - Electrician Maintenance 33.88
23181 - Electronics Technician Maintenance I 24.27
23182 - Electronics Technician Maintenance II 25.80
23183 - Electronics Technician Maintenance III 27.31
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 27.31
23310 - Fire Extinguisher Repairer 21.38
23311 - Fuel Distribution System Mechanic 27.31
23312 - Fuel Distribution System Operator 23.01
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 26.86
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 24.12
23391 - Gunsmith I 21.38
23392 - Gunsmith II 24.27
23393 - Gunsmith III 27.31
23410 - Heating Ventilation And Air-Conditioning 22.62
Mechanic
23411 - Heating Ventilation And Air Contidioning 23.78
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.14
23440 - Heavy Equipment Operator 26.36
23460 - Instrument Mechanic 27.31
23465 - Laboratory/Shelter Mechanic 25.80
23470 - Laborer 15.92
23510 - Locksmith 25.80
23530 - Machinery Maintenance Mechanic 30.32
23550 - Machinist Maintenance 21.00
23580 - Maintenance Trades Helper 19.68
23591 - Metrology Technician I 27.31
23592 - Metrology Technician II 28.77
23593 - Metrology Technician III 30.29
23640 - Millwright 27.31
23710 - Office Appliance Repairer 25.80
23760 - Painter Maintenance 19.36
23790 - Pipefitter Maintenance 27.31
23810 - Plumber Maintenance 25.80
23820 - Pneudraulic Systems Mechanic 27.31
23850 - Rigger 27.31
23870 - Scale Mechanic 24.27
23890 - Sheet-Metal Worker Maintenance 26.86
23910 - Small Engine Mechanic 21.07
23931 - Telecommunications Mechanic I 31.76

23932 - Telecommunications Mechanic II 33.40
23950 - Telephone Lineman 27.31
23960 - Welder Combination Maintenance 27.02
23965 - Well Driller 26.63
23970 - Woodcraft Worker 27.31
23980 - Woodworker 21.38
24000 - Personal Needs Occupations
24550 - Case Manager 17.74
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.28
24610 - Chore Aide 13.89
24620 - Family Readiness And Support Services Coordinator 17.74
24630 - Homemaker 17.74
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.55
25040 - Sewage Plant Operator 25.14
25070 - Stationary Engineer 29.55
25190 - Ventilation Equipment Tender 21.67
25210 - Water Treatment Plant Operator 25.14
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.95
27007 - Baggage Inspector 17.77
27008 - Corrections Officer 26.80
27010 - Court Security Officer 28.00
27030 - Detection Dog Handler 19.89
27040 - Detention Officer 26.80
27070 - Firefighter 26.63
27101 - Guard I 17.77
27102 - Guard II 19.89
27131 - Police Officer I 29.80
27132 - Police Officer II 33.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.52
28042 - Carnival Equipment Repairer 17.80
28043 - Carnival Worker 12.72
28210 - Gate Attendant/Gate Tender 20.00
28310 - Lifeguard 14.72
28350 - Park Attendant (Aide) 22.37
28510 - Recreation Aide/Health Facility Attendant 16.32
28515 - Recreation Specialist 26.75
28630 - Sports Official 17.81
28690 - Swimming Pool Operator 20.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.27
29020 - Hatch Tender 24.27
29030 - Line Handler 24.27
29041 - Stevedore I 22.75
29042 - Stevedore II 25.80
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 21.41
30022 - Archeological Technician II 23.96
30023 - Archeological Technician III 29.67
30030 - Cartographic Technician 29.67
30040 - Civil Engineering Technician 30.64
30051 - Cryogenic Technician I 32.86
30052 - Cryogenic Technician II 36.30
30061 - Drafter/CAD Operator I 21.41
30062 - Drafter/CAD Operator II 23.96
30063 - Drafter/CAD Operator III 26.71
30064 - Drafter/CAD Operator IV 32.86
30081 - Engineering Technician I 19.07
30082 - Engineering Technician II 21.41
30083 - Engineering Technician III 23.96
30084 - Engineering Technician IV 29.67
30085 - Engineering Technician V 36.30
30086 - Engineering Technician VI 43.92
30090 - Environmental Technician 29.67
30095 - Evidence Control Specialist 29.67
30210 - Laboratory Technician 25.77
30221 - Latent Fingerprint Technician I 32.86
30222 - Latent Fingerprint Technician II 36.30
30240 - Mathematical Technician 29.67
30361 - Paralegal/Legal Assistant I 19.64
30362 - Paralegal/Legal Assistant II 24.33
30363 - Paralegal/Legal Assistant III 29.77
30364 - Paralegal/Legal Assistant IV 36.02
30375 - Petroleum Supply Specialist 36.30
30390 - Photo-Optics Technician 29.67
30395 - Radiation Control Technician 36.30
30461 - Technical Writer I 27.58
30462 - Technical Writer II 36.10
30463 - Technical Writer III 43.69
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 32.86
30502 - Weather Forecaster II 39.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.71
30621 - Weather Observer Senior (see 2) 29.67
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.95
31030 - Bus Driver 21.89

31043 - Driver Courier	16.29
31260 - Parking and Lot Attendant	14.59
31290 - Shuttle Bus Driver	17.41
31310 - Taxi Driver	18.73
31361 - Truckdriver Light	17.41
31362 - Truckdriver Medium	20.75
31363 - Truckdriver Heavy	23.10
31364 - Truckdriver Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.48
99050 - Desk Clerk	13.21
99095 - Embalmer	24.24
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.34
99252 - Laboratory Animal Caretaker II	15.45
99260 - Marketing Analyst	29.85
99310 - Mortician	24.24
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.01
99711 - Recycling Specialist	24.35
99730 - Refuse Collector	21.24
99810 - Sales Clerk	13.59
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.30
99842 - Vending Machine Repairer Helper	19.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5561
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: Washington

Area: Washington County of Walla Walla

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.09
01012 - Accounting Clerk II		19.19
01013 - Accounting Clerk III		21.47
01020 - Administrative Assistant		22.75
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.49
01042 - Customer Service Representative II		15.17
01043 - Customer Service Representative III		16.55
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.15
01090 - Duplicating Machine Operator		14.15
01111 - General Clerk I		13.77
01112 - General Clerk II		15.02

01113 - General Clerk III	16.86
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	12.97
01192 - Order Clerk II	14.15
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	16.29
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.77
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.08
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	15.43
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.95
07041 - Cook I	15.37
07042 - Cook II	17.65
07070 - Dishwasher	12.44
07130 - Food Service Worker	13.83
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	13.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.18

09040 - Furniture Handler	16.28
09080 - Furniture Refinisher	24.18
09090 - Furniture Refinisher Helper	19.57
09110 - Furniture Repairer Minor	22.19
09130 - Upholsterer	24.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.33
11060 - Elevator Operator	14.60
11090 - Gardener	19.44
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.06
11240 - Maid or Houseman	12.77
11260 - Pruner	13.60
11270 - Tractor Operator	18.01
11330 - Trail Maintenance Worker	15.06
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	24.79
12011 - Breath Alcohol Technician	24.79
12012 - Certified Occupational Therapist Assistant	34.01
12015 - Certified Physical Therapist Assistant	34.01
12020 - Dental Assistant	20.61
12025 - Dental Hygienist	44.91
12030 - EKG Technician	37.57
12035 - Electroneurodiagnostic Technologist	37.57
12040 - Emergency Medical Technician	24.79
12071 - Licensed Practical Nurse I	22.16
12072 - Licensed Practical Nurse II	24.79
12073 - Licensed Practical Nurse III	27.63
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	22.17
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	22.16
12210 - Nuclear Medicine Technologist	54.47
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.36
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	20.97
12236 - Optical Technician	22.16
12250 - Pharmacy Technician	20.98
12280 - Phlebotomist	19.10
12305 - Radiologic Technologist	37.02
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III Anesthetist	43.68

12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		30.71
12320 - Substance Abuse Treatment Counselor		23.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.61
13012 - Exhibits Specialist II		26.76
13013 - Exhibits Specialist III		32.74
13041 - Illustrator I		21.61
13042 - Illustrator II		26.76
13043 - Illustrator III		32.74
13047 - Librarian		29.64
13050 - Library Aide/Clerk		15.60
13054 - Library Information Technology Systems Administrator		26.76
13058 - Library Technician		18.10
13061 - Media Specialist I		19.31
13062 - Media Specialist II		21.61
13063 - Media Specialist III		24.09
13071 - Photographer I		18.05
13072 - Photographer II		20.20
13073 - Photographer III		25.01
13074 - Photographer IV		30.59
13075 - Photographer V		37.02
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		19.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.09
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.06
14044 - Computer Operator IV		27.84
14045 - Computer Operator V		30.84
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		20.09
14160 - Personal Computer Support Technician		27.84
14170 - System Support Specialist		30.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		29.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.39

15086 - Maintenance Test Pilot Rotary Wing 44.39
15088 - Non-Maintenance Test/Co-Pilot 44.39
15090 - Technical Instructor 28.36
15095 - Technical Instructor/Course Developer 32.54
15110 - Test Proctor 21.49
15120 - Tutor 21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.20
19040 - Tool And Die Maker 33.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.01
21030 - Material Coordinator 26.54
21040 - Material Expediter 26.54
21050 - Material Handling Laborer 15.37
21071 - Order Filler 13.22
21080 - Production Line Worker (Food Processing) 18.01
21110 - Shipping Packer 20.10
21130 - Shipping/Receiving Clerk 20.10
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 18.01
21410 - Warehouse Specialist 18.01
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.34
23019 - Aircraft Logs and Records Technician 23.93
23021 - Aircraft Mechanic I 28.85
23022 - Aircraft Mechanic II 30.34
23023 - Aircraft Mechanic III 31.97
23040 - Aircraft Mechanic Helper 20.63
23050 - Aircraft Painter 27.20
23060 - Aircraft Servicer 23.93
23070 - Aircraft Survival Flight Equipment Technician 27.20
23080 - Aircraft Worker 25.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.85
23110 - Appliance Mechanic 27.06

23120 - Bicycle Repairer	19.59
23125 - Cable Splicer	39.41
23130 - Carpenter Maintenance	23.12
23140 - Carpet Layer	24.65
23160 - Electrician Maintenance	30.09
23181 - Electronics Technician Maintenance I	29.76
23182 - Electronics Technician Maintenance II	31.66
23183 - Electronics Technician Maintenance III	33.58
23260 - Fabric Worker	23.93
23290 - Fire Alarm System Mechanic	28.85
23310 - Fire Extinguisher Repairer	22.28
23311 - Fuel Distribution System Mechanic	28.85
23312 - Fuel Distribution System Operator	22.28
23370 - General Maintenance Worker	22.67
23380 - Ground Support Equipment Mechanic	28.85
23381 - Ground Support Equipment Servicer	23.93
23382 - Ground Support Equipment Worker	25.57
23391 - Gunsmith I	22.28
23392 - Gunsmith II	25.57
23393 - Gunsmith III	28.85
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.83
23430 - Heavy Equipment Mechanic	28.85
23440 - Heavy Equipment Operator	27.78
23460 - Instrument Mechanic	28.98
23465 - Laboratory/Shelter Mechanic	27.20
23470 - Laborer	15.37
23510 - Locksmith	24.75
23530 - Machinery Maintenance Mechanic	28.85
23550 - Machinist Maintenance	27.57
23580 - Maintenance Trades Helper	20.42
23591 - Metrology Technician I	28.98
23592 - Metrology Technician II	30.47
23593 - Metrology Technician III	32.12
23640 - Millwright	30.04
23710 - Office Appliance Repairer	27.01
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	36.35
23810 - Plumber Maintenance	34.28
23820 - Pneudraulic Systems Mechanic	28.85
23850 - Rigger	28.85
23870 - Scale Mechanic	25.57
23890 - Sheet-Metal Worker Maintenance	28.85
23910 - Small Engine Mechanic	23.71
23931 - Telecommunications Mechanic I	25.64
23932 - Telecommunications Mechanic II	26.97
23950 - Telephone Lineman	28.85
23960 - Welder Combination Maintenance	22.37

23965 - Well Driller 28.85
23970 - Woodcraft Worker 28.85
23980 - Woodworker 22.28
24000 - Personal Needs Occupations
24550 - Case Manager 20.39
24570 - Child Care Attendant 12.48
24580 - Child Care Center Clerk 15.61
24610 - Chore Aide 14.60
24620 - Family Readiness And Support Services Coordinator 20.39
24630 - Homemaker 20.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.15
25040 - Sewage Plant Operator 26.72
25070 - Stationary Engineer 28.15
25190 - Ventilation Equipment Tender 20.58
25210 - Water Treatment Plant Operator 26.72
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.01
27007 - Baggage Inspector 17.55
27008 - Corrections Officer 30.30
27010 - Court Security Officer 30.30
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 30.30
27070 - Firefighter 30.30
27101 - Guard I 17.55
27102 - Guard II 22.01
27131 - Police Officer I 29.16
27132 - Police Officer II 32.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.20
28042 - Carnival Equipment Repairer 18.38
28043 - Carnival Worker 12.89
28210 - Gate Attendant/Gate Tender 17.51
28310 - Lifeguard 15.60
28350 - Park Attendant (Aide) 19.59
28510 - Recreation Aide/Health Facility Attendant 14.30
28515 - Recreation Specialist 24.27
28630 - Sports Official 15.60
28690 - Swimming Pool Operator 23.55
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.81
29020 - Hatch Tender 27.81
29030 - Line Handler 27.81
29041 - Stevedore I 25.82
29042 - Stevedore II 29.78
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29

30021 - Archeological Technician I 16.14
30022 - Archeological Technician II 18.43
30023 - Archeological Technician III 24.07
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 24.78
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.14
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 24.77
30081 - Engineering Technician I 16.35
30082 - Engineering Technician II 18.35
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.43
30085 - Engineering Technician V 31.11
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 22.34
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 23.90
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 22.36
30361 - Paralegal/Legal Assistant I 19.55
30362 - Paralegal/Legal Assistant II 24.22
30363 - Paralegal/Legal Assistant III 29.63
30364 - Paralegal/Legal Assistant IV 35.85
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 22.36
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.20
30462 - Technical Writer II 27.15
30463 - Technical Writer III 32.85
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 21.24
30502 - Weather Forecaster II 25.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.55
30621 - Weather Observer Senior (see 2) 20.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.49
31030 - Bus Driver 20.09
31043 - Driver Courier 15.05
31260 - Parking and Lot Attendant 13.37
31290 - Shuttle Bus Driver 16.25

31310 - Taxi Driver	17.72
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	17.46
31363 - Truckdriver Heavy	21.47
31364 - Truckdriver Tractor-Trailer	21.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.45
99050 - Desk Clerk	12.54
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.39
99252 - Laboratory Animal Caretaker II	20.93
99260 - Marketing Analyst	30.18
99310 - Mortician	25.35
99410 - Pest Controller	22.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.23
99711 - Recycling Specialist	19.82
99730 - Refuse Collector	14.96
99810 - Sales Clerk	14.50
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	19.39
99841 - Vending Machine Repairer	24.03
99842 - Vending Machine Repairer Helper	19.39

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 4 weeks after 10 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.: 2015-5562
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Washington

Area: Washington County of Walla Walla

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.09
01012 - Accounting Clerk II		19.19
01013 - Accounting Clerk III		21.47
01020 - Administrative Assistant		22.75
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.49
01042 - Customer Service Representative II		15.17
01043 - Customer Service Representative III		16.55
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.15

01090 - Duplicating Machine Operator	14.15
01111 - General Clerk I	13.77
01112 - General Clerk II	15.02
01113 - General Clerk III	16.86
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	12.97
01192 - Order Clerk II	14.15
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	16.29
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.77
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.08
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	15.43
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.95
07041 - Cook I	15.37
07042 - Cook II	17.65
07070 - Dishwasher	12.44
07130 - Food Service Worker	13.83
07210 - Meat Cutter	17.51

07260 - Waiter/Waitress	13.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.18
09040 - Furniture Handler	16.28
09080 - Furniture Refinisher	24.18
09090 - Furniture Refinisher Helper	19.57
09110 - Furniture Repairer Minor	22.19
09130 - Upholsterer	24.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.33
11060 - Elevator Operator	14.60
11090 - Gardener	19.44
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.06
11240 - Maid or Houseman	12.77
11260 - Pruner	13.60
11270 - Tractor Operator	18.01
11330 - Trail Maintenance Worker	15.06
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	24.79
12011 - Breath Alcohol Technician	24.79
12012 - Certified Occupational Therapist Assistant	34.01
12015 - Certified Physical Therapist Assistant	34.01
12020 - Dental Assistant	20.61
12025 - Dental Hygienist	44.91
12030 - EKG Technician	37.57
12035 - Electroneurodiagnostic Technologist	37.57
12040 - Emergency Medical Technician	24.79
12071 - Licensed Practical Nurse I	22.16
12072 - Licensed Practical Nurse II	24.79
12073 - Licensed Practical Nurse III	27.63
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	22.17
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	22.16
12210 - Nuclear Medicine Technologist	54.47
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.36
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	20.97
12236 - Optical Technician	22.16
12250 - Pharmacy Technician	20.98
12280 - Phlebotomist	19.10
12305 - Radiologic Technologist	37.02
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10

12313 - Registered Nurse II Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		30.71
12320 - Substance Abuse Treatment Counselor		23.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.61
13012 - Exhibits Specialist II		26.76
13013 - Exhibits Specialist III		32.74
13041 - Illustrator I		21.61
13042 - Illustrator II		26.76
13043 - Illustrator III		32.74
13047 - Librarian		29.64
13050 - Library Aide/Clerk		15.60
13054 - Library Information Technology Systems Administrator		26.76
13058 - Library Technician		18.10
13061 - Media Specialist I		19.31
13062 - Media Specialist II		21.61
13063 - Media Specialist III		24.09
13071 - Photographer I		18.05
13072 - Photographer II		20.20
13073 - Photographer III		25.01
13074 - Photographer IV		30.59
13075 - Photographer V		37.02
13090 - Technical Order Library Clerk		17.90
13110 - Video Teleconference Technician		19.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.09
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.06
14044 - Computer Operator IV		27.84
14045 - Computer Operator V		30.84
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		20.09
14160 - Personal Computer Support Technician		27.84
14170 - System Support Specialist		30.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11

15070 - Flight Instructor (Pilot) 44.39
15080 - Graphic Artist 29.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.39
15086 - Maintenance Test Pilot Rotary Wing 44.39
15088 - Non-Maintenance Test/Co-Pilot 44.39
15090 - Technical Instructor 28.36
15095 - Technical Instructor/Course Developer 32.54
15110 - Test Proctor 21.49
15120 - Tutor 21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher Flatwork Machine 14.44
16090 - Presser Hand 14.44
16110 - Presser Machine Drycleaning 14.44
16130 - Presser Machine Shirts 14.44
16160 - Presser Machine Wearing Apparel Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer Machine 15.14
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.20
19040 - Tool And Die Maker 33.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.01
21030 - Material Coordinator 26.54
21040 - Material Expediter 26.54
21050 - Material Handling Laborer 15.37
21071 - Order Filler 13.22
21080 - Production Line Worker (Food Processing) 18.01
21110 - Shipping Packer 20.10
21130 - Shipping/Receiving Clerk 20.10
21140 - Store Worker I 14.06
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 18.01
21410 - Warehouse Specialist 18.01
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.34
23019 - Aircraft Logs and Records Technician 23.93
23021 - Aircraft Mechanic I 28.85
23022 - Aircraft Mechanic II 30.34
23023 - Aircraft Mechanic III 31.97
23040 - Aircraft Mechanic Helper 20.63
23050 - Aircraft Painter 27.20
23060 - Aircraft Servicer 23.93
23070 - Aircraft Survival Flight Equipment Technician 27.20
23080 - Aircraft Worker 25.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.57

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.85
23110 - Appliance Mechanic 27.06
23120 - Bicycle Repairer 19.59
23125 - Cable Splicer 39.41
23130 - Carpenter Maintenance 23.12
23140 - Carpet Layer 24.65
23160 - Electrician Maintenance 30.09
23181 - Electronics Technician Maintenance I 29.76
23182 - Electronics Technician Maintenance II 31.66
23183 - Electronics Technician Maintenance III 33.58
23260 - Fabric Worker 23.93
23290 - Fire Alarm System Mechanic 28.85
23310 - Fire Extinguisher Repairer 22.28
23311 - Fuel Distribution System Mechanic 28.85
23312 - Fuel Distribution System Operator 22.28
23370 - General Maintenance Worker 22.67
23380 - Ground Support Equipment Mechanic 28.85
23381 - Ground Support Equipment Servicer 23.93
23382 - Ground Support Equipment Worker 25.57
23391 - Gunsmith I 22.28
23392 - Gunsmith II 25.57
23393 - Gunsmith III 28.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.83
23430 - Heavy Equipment Mechanic 28.85
23440 - Heavy Equipment Operator 27.78
23460 - Instrument Mechanic 28.98
23465 - Laboratory/Shelter Mechanic 27.20
23470 - Laborer 15.37
23510 - Locksmith 24.75
23530 - Machinery Maintenance Mechanic 28.85
23550 - Machinist Maintenance 27.57
23580 - Maintenance Trades Helper 20.42
23591 - Metrology Technician I 28.98
23592 - Metrology Technician II 30.47
23593 - Metrology Technician III 32.12
23640 - Millwright 30.04
23710 - Office Appliance Repairer 27.01
23760 - Painter Maintenance 19.88
23790 - Pipefitter Maintenance 36.35
23810 - Plumber Maintenance 34.28
23820 - Pneudraulic Systems Mechanic 28.85
23850 - Rigger 28.85
23870 - Scale Mechanic 25.57
23890 - Sheet-Metal Worker Maintenance 28.85
23910 - Small Engine Mechanic 23.71
23931 - Telecommunications Mechanic I 25.64

23932 - Telecommunications Mechanic II 26.97
23950 - Telephone Lineman 28.85
23960 - Welder Combination Maintenance 22.37
23965 - Well Driller 28.85
23970 - Woodcraft Worker 28.85
23980 - Woodworker 22.28
24000 - Personal Needs Occupations
24550 - Case Manager 20.39
24570 - Child Care Attendant 12.48
24580 - Child Care Center Clerk 15.61
24610 - Chore Aide 14.60
24620 - Family Readiness And Support Services Coordinator 20.39
24630 - Homemaker 20.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.15
25040 - Sewage Plant Operator 26.72
25070 - Stationary Engineer 28.15
25190 - Ventilation Equipment Tender 20.58
25210 - Water Treatment Plant Operator 26.72
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.01
27007 - Baggage Inspector 17.55
27008 - Corrections Officer 30.30
27010 - Court Security Officer 30.30
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 30.30
27070 - Firefighter 30.30
27101 - Guard I 17.55
27102 - Guard II 22.01
27131 - Police Officer I 29.16
27132 - Police Officer II 32.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.20
28042 - Carnival Equipment Repairer 18.38
28043 - Carnival Worker 12.89
28210 - Gate Attendant/Gate Tender 17.51
28310 - Lifeguard 15.60
28350 - Park Attendant (Aide) 19.59
28510 - Recreation Aide/Health Facility Attendant 14.30
28515 - Recreation Specialist 24.27
28630 - Sports Official 15.60
28690 - Swimming Pool Operator 23.55
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.81
29020 - Hatch Tender 27.81
29030 - Line Handler 27.81
29041 - Stevedore I 25.82
29042 - Stevedore II 29.78
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.14
30022 - Archeological Technician II 18.43
30023 - Archeological Technician III 24.07
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 24.78
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.14
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 24.77
30081 - Engineering Technician I 16.35
30082 - Engineering Technician II 18.35
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.43
30085 - Engineering Technician V 31.11
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 22.34
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 23.90
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 22.36
30361 - Paralegal/Legal Assistant I 19.55
30362 - Paralegal/Legal Assistant II 24.22
30363 - Paralegal/Legal Assistant III 29.63
30364 - Paralegal/Legal Assistant IV 35.85
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 22.36
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.20
30462 - Technical Writer II 27.15
30463 - Technical Writer III 32.85
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 21.24
30502 - Weather Forecaster II 25.84
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.55
30621 - Weather Observer Senior (see 2) 20.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.49
31030 - Bus Driver 20.09

31043 - Driver Courier	15.05
31260 - Parking and Lot Attendant	13.37
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	17.72
31361 - Truckdriver Light	16.25
31362 - Truckdriver Medium	17.46
31363 - Truckdriver Heavy	21.47
31364 - Truckdriver Tractor-Trailer	21.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.45
99050 - Desk Clerk	12.54
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.39
99252 - Laboratory Animal Caretaker II	20.93
99260 - Marketing Analyst	30.18
99310 - Mortician	25.35
99410 - Pest Controller	22.48
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.23
99711 - Recycling Specialist	19.82
99730 - Refuse Collector	14.96
99810 - Sales Clerk	14.50
99820 - School Crossing Guard	14.96
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	19.39
99841 - Vending Machine Repairer	24.03
99842 - Vending Machine Repairer Helper	19.39

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 4 weeks after 10 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.: 2015-5563
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.

States: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.14
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.51
01020 - Administrative Assistant		29.72
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.96
01042 - Customer Service Representative II		16.81
01043 - Customer Service Representative III		18.35
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		21.20
01070 - Document Preparation Clerk		17.80
01090 - Duplicating Machine Operator		17.80

01111 - General Clerk I	14.59
01112 - General Clerk II	15.92
01113 - General Clerk III	17.87
01120 - Housing Referral Assistant	21.08
01141 - Messenger Courier	18.79
01191 - Order Clerk I	16.74
01192 - Order Clerk II	18.27
01261 - Personnel Assistant (Employment) I	17.68
01262 - Personnel Assistant (Employment) II	19.78
01263 - Personnel Assistant (Employment) III	22.05
01270 - Production Control Clerk	24.26
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.91
01311 - Secretary I	16.91
01312 - Secretary II	18.91
01313 - Secretary III	21.08
01320 - Service Order Dispatcher	18.96
01410 - Supply Technician	29.72
01420 - Survey Worker	20.14
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	16.25
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	19.03
01611 - Word Processor I	17.02
01612 - Word Processor II	19.11
01613 - Word Processor III	21.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.95
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.47
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70
07041 - Cook I	16.46
07042 - Cook II	18.71
07070 - Dishwasher	12.76
07130 - Food Service Worker	13.91
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.59

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.66
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.17
11060 - Elevator Operator	14.17
11090 - Gardener	21.97
11122 - Housekeeping Aide	14.74
11150 - Janitor	14.74
11210 - Laborer Grounds Maintenance	17.33
11240 - Maid or Houseman	13.61
11260 - Pruner	15.82
11270 - Tractor Operator	20.46
11330 - Trail Maintenance Worker	17.33
11360 - Window Cleaner	16.15
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	23.97
12012 - Certified Occupational Therapist Assistant	30.19
12015 - Certified Physical Therapist Assistant	29.60
12020 - Dental Assistant	23.55
12025 - Dental Hygienist	43.41
12030 - EKG Technician	39.06
12035 - Electroneurodiagnostic Technologist	39.06
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.97
12073 - Licensed Practical Nurse III	26.72
12100 - Medical Assistant	20.20
12130 - Medical Laboratory Technician	28.06
12160 - Medical Record Clerk	22.06
12190 - Medical Record Technician	24.67
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	44.11
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	22.40
12236 - Optical Technician	17.79
12250 - Pharmacy Technician	20.65
12280 - Phlebotomist	19.58
12305 - Radiologic Technologist	37.74
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53

12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.08
13012 - Exhibits Specialist II		28.59
13013 - Exhibits Specialist III		34.97
13041 - Illustrator I		19.84
13042 - Illustrator II		24.59
13043 - Illustrator III		30.07
13047 - Librarian		32.14
13050 - Library Aide/Clerk		19.45
13054 - Library Information Technology Systems Administrator		29.02
13058 - Library Technician		20.94
13061 - Media Specialist I		20.95
13062 - Media Specialist II		23.43
13063 - Media Specialist III		26.12
13071 - Photographer I		17.66
13072 - Photographer II		19.76
13073 - Photographer III		24.47
13074 - Photographer IV		29.94
13075 - Photographer V		36.23
13090 - Technical Order Library Clerk		24.42
13110 - Video Teleconference Technician		22.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	22.94
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		25.31
14170 - System Support Specialist		28.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.70
15020 - Aircrew Training Devices Instructor (Rated)		38.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.97
15050 - Computer Based Training Specialist / Instructor		31.70
15060 - Educational Technologist		39.26
15070 - Flight Instructor (Pilot)		45.97

15080 - Graphic Artist 27.75
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.97
15086 - Maintenance Test Pilot Rotary Wing 45.97
15088 - Non-Maintenance Test/Co-Pilot 45.97
15090 - Technical Instructor 25.78
15095 - Technical Instructor/Course Developer 31.54
15110 - Test Proctor 20.81
15120 - Tutor 20.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.81
19040 - Tool And Die Maker 32.61
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.97
21030 - Material Coordinator 24.26
21040 - Material Expediter 24.26
21050 - Material Handling Laborer 15.72
21071 - Order Filler 15.08
21080 - Production Line Worker (Food Processing) 19.97
21110 - Shipping Packer 17.93
21130 - Shipping/Receiving Clerk 17.93
21140 - Store Worker I 14.70
21150 - Stock Clerk 19.35
21210 - Tools And Parts Attendant 19.97
21410 - Warehouse Specialist 19.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.13
23019 - Aircraft Logs and Records Technician 25.55
23021 - Aircraft Mechanic I 30.49
23022 - Aircraft Mechanic II 32.13
23023 - Aircraft Mechanic III 33.78
23040 - Aircraft Mechanic Helper 22.24
23050 - Aircraft Painter 28.85
23060 - Aircraft Servicer 25.55
23070 - Aircraft Survival Flight Equipment Technician 28.85
23080 - Aircraft Worker 27.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.49

II

23110 - Appliance Mechanic	19.23
23120 - Bicycle Repairer	14.57
23125 - Cable Splicer	46.73
23130 - Carpenter Maintenance	26.64
23140 - Carpet Layer	22.94
23160 - Electrician Maintenance	38.97
23181 - Electronics Technician Maintenance I	27.29
23182 - Electronics Technician Maintenance II	28.99
23183 - Electronics Technician Maintenance III	30.64
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	27.92
23310 - Fire Extinguisher Repairer	23.85
23311 - Fuel Distribution System Mechanic	31.09
23312 - Fuel Distribution System Operator	24.36
23370 - General Maintenance Worker	20.28
23380 - Ground Support Equipment Mechanic	30.49
23381 - Ground Support Equipment Servicer	25.55
23382 - Ground Support Equipment Worker	27.15
23391 - Gunsmith I	23.85
23392 - Gunsmith II	27.11
23393 - Gunsmith III	30.44
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.64
23430 - Heavy Equipment Mechanic	28.07
23440 - Heavy Equipment Operator	30.00
23460 - Instrument Mechanic	29.44
23465 - Laboratory/Shelter Mechanic	28.80
23470 - Laborer	15.72
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	28.74
23550 - Machinist Maintenance	25.12
23580 - Maintenance Trades Helper	16.03
23591 - Metrology Technician I	29.44
23592 - Metrology Technician II	31.03
23593 - Metrology Technician III	32.61
23640 - Millwright	34.09
23710 - Office Appliance Repairer	20.53
23760 - Painter Maintenance	18.92
23790 - Pipefitter Maintenance	37.21
23810 - Plumber Maintenance	35.21
23820 - Pneudraulic Systems Mechanic	30.44
23850 - Rigger	31.21
23870 - Scale Mechanic	27.11
23890 - Sheet-Metal Worker Maintenance	27.50
23910 - Small Engine Mechanic	19.35
23931 - Telecommunications Mechanic I	30.42
23932 - Telecommunications Mechanic II	32.06

23950 - Telephone Lineman 28.13
23960 - Welder Combination Maintenance 23.66
23965 - Well Driller 29.77
23970 - Woodcraft Worker 30.44
23980 - Woodworker 23.52
24000 - Personal Needs Occupations
24550 - Case Manager 18.60
24570 - Child Care Attendant 13.28
24580 - Child Care Center Clerk 16.56
24610 - Chore Aide 13.81
24620 - Family Readiness And Support Services Coordinator 18.60
24630 - Homemaker 18.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.92
25040 - Sewage Plant Operator 32.62
25070 - Stationary Engineer 33.92
25190 - Ventilation Equipment Tender 24.75
25210 - Water Treatment Plant Operator 32.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 30.33
27007 - Baggage Inspector 13.96
27008 - Corrections Officer 31.34
27010 - Court Security Officer 36.96
27030 - Detection Dog Handler 16.79
27040 - Detention Officer 31.34
27070 - Firefighter 38.49
27101 - Guard I 13.96
27102 - Guard II 16.79
27131 - Police Officer I 34.81
27132 - Police Officer II 38.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.76
28042 - Carnival Equipment Repairer 18.00
28043 - Carnival Worker 12.96
28210 - Gate Attendant/Gate Tender 18.89
28310 - Lifeguard 12.65
28350 - Park Attendant (Aide) 21.12
28510 - Recreation Aide/Health Facility Attendant 15.42
28515 - Recreation Specialist 26.18
28630 - Sports Official 16.83
28690 - Swimming Pool Operator 20.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.29
29020 - Hatch Tender 31.29
29030 - Line Handler 31.29
29041 - Stevedore I 29.45
29042 - Stevedore II 33.24
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.57

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.32
30021 - Archeological Technician I 18.59
30022 - Archeological Technician II 20.79
30023 - Archeological Technician III 25.77
30030 - Cartographic Technician 25.77
30040 - Civil Engineering Technician 32.79
30051 - Cryogenic Technician I 28.53
30052 - Cryogenic Technician II 31.51
30061 - Drafter/CAD Operator I 18.59
30062 - Drafter/CAD Operator II 20.79
30063 - Drafter/CAD Operator III 23.18
30064 - Drafter/CAD Operator IV 28.53
30081 - Engineering Technician I 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 28.80
30095 - Evidence Control Specialist 25.77
30210 - Laboratory Technician 21.24
30221 - Latent Fingerprint Technician I 31.60
30222 - Latent Fingerprint Technician II 34.90
30240 - Mathematical Technician 30.99
30361 - Paralegal/Legal Assistant I 19.02
30362 - Paralegal/Legal Assistant II 23.57
30363 - Paralegal/Legal Assistant III 28.82
30364 - Paralegal/Legal Assistant IV 34.87
30375 - Petroleum Supply Specialist 31.51
30390 - Photo-Optics Technician 25.77
30395 - Radiation Control Technician 31.51
30461 - Technical Writer I 26.02
30462 - Technical Writer II 31.83
30463 - Technical Writer III 38.50
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 28.53
30502 - Weather Forecaster II 34.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.18
30621 - Weather Observer Senior (see 2) 25.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 19.98
31030 - Bus Driver 27.10
31043 - Driver Courier 16.36

31260 - Parking and Lot Attendant	13.49
31290 - Shuttle Bus Driver	17.57
31310 - Taxi Driver	15.00
31361 - Truckdriver Light	17.57
31362 - Truckdriver Medium	18.79
31363 - Truckdriver Heavy	23.72
31364 - Truckdriver Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.86
99050 - Desk Clerk	13.48
99095 - Embalmer	29.76
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	16.33
99252 - Laboratory Animal Caretaker II	17.54
99260 - Marketing Analyst	32.89
99310 - Mortician	29.76
99410 - Pest Controller	19.23
99510 - Photofinishing Worker	22.07
99710 - Recycling Laborer	26.31
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	24.02
99810 - Sales Clerk	13.73
99820 - School Crossing Guard	16.23
99830 - Survey Party Chief	34.03
99831 - Surveying Aide	20.06
99832 - Surveying Technician	27.47
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	20.22
99842 - Vending Machine Repairer Helper	16.94

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.: 2015-5564
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.14
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.51
01020 - Administrative Assistant		29.72
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.96
01042 - Customer Service Representative II		16.81
01043 - Customer Service Representative III		18.35
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52

01060 - Dispatcher Motor Vehicle	21.20
01070 - Document Preparation Clerk	17.80
01090 - Duplicating Machine Operator	17.80
01111 - General Clerk I	14.59
01112 - General Clerk II	15.92
01113 - General Clerk III	17.87
01120 - Housing Referral Assistant	21.08
01141 - Messenger Courier	18.79
01191 - Order Clerk I	16.74
01192 - Order Clerk II	18.27
01261 - Personnel Assistant (Employment) I	17.68
01262 - Personnel Assistant (Employment) II	19.78
01263 - Personnel Assistant (Employment) III	22.05
01270 - Production Control Clerk	24.26
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.91
01311 - Secretary I	16.91
01312 - Secretary II	18.91
01313 - Secretary III	21.08
01320 - Service Order Dispatcher	18.96
01410 - Supply Technician	29.72
01420 - Survey Worker	20.14
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	16.25
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	19.03
01611 - Word Processor I	17.02
01612 - Word Processor II	19.11
01613 - Word Processor III	21.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.95
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.47
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70
07041 - Cook I	16.46
07042 - Cook II	18.71
07070 - Dishwasher	12.76

07130 - Food Service Worker	13.91
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.66
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.17
11060 - Elevator Operator	14.17
11090 - Gardener	21.97
11122 - Housekeeping Aide	14.74
11150 - Janitor	14.74
11210 - Laborer Grounds Maintenance	17.33
11240 - Maid or Houseman	13.61
11260 - Pruner	15.82
11270 - Tractor Operator	20.46
11330 - Trail Maintenance Worker	17.33
11360 - Window Cleaner	16.15
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	23.97
12012 - Certified Occupational Therapist Assistant	30.19
12015 - Certified Physical Therapist Assistant	29.60
12020 - Dental Assistant	23.55
12025 - Dental Hygienist	43.41
12030 - EKG Technician	39.06
12035 - Electroneurodiagnostic Technologist	39.06
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.97
12073 - Licensed Practical Nurse III	26.72
12100 - Medical Assistant	20.20
12130 - Medical Laboratory Technician	28.06
12160 - Medical Record Clerk	22.06
12190 - Medical Record Technician	24.67
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	44.11
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	22.40
12236 - Optical Technician	17.79
12250 - Pharmacy Technician	20.65
12280 - Phlebotomist	19.58
12305 - Radiologic Technologist	37.74

12311 - Registered Nurse I		29.04
12312 - Registered Nurse II		35.53
12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.08
13012 - Exhibits Specialist II		28.59
13013 - Exhibits Specialist III		34.97
13041 - Illustrator I		19.84
13042 - Illustrator II		24.59
13043 - Illustrator III		30.07
13047 - Librarian		32.14
13050 - Library Aide/Clerk		19.45
13054 - Library Information Technology Systems Administrator		29.02
13058 - Library Technician		20.94
13061 - Media Specialist I		20.95
13062 - Media Specialist II		23.43
13063 - Media Specialist III		26.12
13071 - Photographer I		17.66
13072 - Photographer II		19.76
13073 - Photographer III		24.47
13074 - Photographer IV		29.94
13075 - Photographer V		36.23
13090 - Technical Order Library Clerk		24.42
13110 - Video Teleconference Technician		22.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	22.94
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		25.31
14170 - System Support Specialist		28.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.70
15020 - Aircrew Training Devices Instructor (Rated)		38.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.97

15050 - Computer Based Training Specialist / Instructor	31.70
15060 - Educational Technologist	39.26
15070 - Flight Instructor (Pilot)	45.97
15080 - Graphic Artist	27.75
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.97
15086 - Maintenance Test Pilot Rotary Wing	45.97
15088 - Non-Maintenance Test/Co-Pilot	45.97
15090 - Technical Instructor	25.78
15095 - Technical Instructor/Course Developer	31.54
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.81
19040 - Tool And Die Maker	32.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.97
21030 - Material Coordinator	24.26
21040 - Material Expediter	24.26
21050 - Material Handling Laborer	15.72
21071 - Order Filler	15.08
21080 - Production Line Worker (Food Processing)	19.97
21110 - Shipping Packer	17.93
21130 - Shipping/Receiving Clerk	17.93
21140 - Store Worker I	14.70
21150 - Stock Clerk	19.35
21210 - Tools And Parts Attendant	19.97
21410 - Warehouse Specialist	19.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.13
23019 - Aircraft Logs and Records Technician	25.55
23021 - Aircraft Mechanic I	30.49
23022 - Aircraft Mechanic II	32.13
23023 - Aircraft Mechanic III	33.78
23040 - Aircraft Mechanic Helper	22.24
23050 - Aircraft Painter	28.85
23060 - Aircraft Servicer	25.55
23070 - Aircraft Survival Flight Equipment Technician	28.85
23080 - Aircraft Worker	27.15

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.49
23110 - Appliance Mechanic 19.23
23120 - Bicycle Repairer 14.57
23125 - Cable Splicer 46.73
23130 - Carpenter Maintenance 26.64
23140 - Carpet Layer 22.94
23160 - Electrician Maintenance 38.97
23181 - Electronics Technician Maintenance I 27.29
23182 - Electronics Technician Maintenance II 28.99
23183 - Electronics Technician Maintenance III 30.64
23260 - Fabric Worker 22.59
23290 - Fire Alarm System Mechanic 27.92
23310 - Fire Extinguisher Repairer 23.85
23311 - Fuel Distribution System Mechanic 31.09
23312 - Fuel Distribution System Operator 24.36
23370 - General Maintenance Worker 20.28
23380 - Ground Support Equipment Mechanic 30.49
23381 - Ground Support Equipment Servicer 25.55
23382 - Ground Support Equipment Worker 27.15
23391 - Gunsmith I 23.85
23392 - Gunsmith II 27.11
23393 - Gunsmith III 30.44
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.64
23430 - Heavy Equipment Mechanic 28.07
23440 - Heavy Equipment Operator 30.00
23460 - Instrument Mechanic 29.44
23465 - Laboratory/Shelter Mechanic 28.80
23470 - Laborer 15.72
23510 - Locksmith 18.24
23530 - Machinery Maintenance Mechanic 28.74
23550 - Machinist Maintenance 25.12
23580 - Maintenance Trades Helper 16.03
23591 - Metrology Technician I 29.44
23592 - Metrology Technician II 31.03
23593 - Metrology Technician III 32.61
23640 - Millwright 34.09
23710 - Office Appliance Repairer 20.53
23760 - Painter Maintenance 18.92
23790 - Pipefitter Maintenance 37.21
23810 - Plumber Maintenance 35.21
23820 - Pneudraulic Systems Mechanic 30.44
23850 - Rigger 31.21
23870 - Scale Mechanic 27.11
23890 - Sheet-Metal Worker Maintenance 27.50

23910 - Small Engine Mechanic 19.35
23931 - Telecommunications Mechanic I 30.42
23932 - Telecommunications Mechanic II 32.06
23950 - Telephone Lineman 28.13
23960 - Welder Combination Maintenance 23.66
23965 - Well Driller 29.77
23970 - Woodcraft Worker 30.44
23980 - Woodworker 23.52
24000 - Personal Needs Occupations
24550 - Case Manager 18.60
24570 - Child Care Attendant 13.28
24580 - Child Care Center Clerk 16.56
24610 - Chore Aide 13.81
24620 - Family Readiness And Support Services Coordinator 18.60
24630 - Homemaker 18.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.92
25040 - Sewage Plant Operator 32.62
25070 - Stationary Engineer 33.92
25190 - Ventilation Equipment Tender 24.75
25210 - Water Treatment Plant Operator 32.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 30.33
27007 - Baggage Inspector 13.96
27008 - Corrections Officer 31.34
27010 - Court Security Officer 36.96
27030 - Detection Dog Handler 16.79
27040 - Detention Officer 31.34
27070 - Firefighter 38.49
27101 - Guard I 13.96
27102 - Guard II 16.79
27131 - Police Officer I 34.81
27132 - Police Officer II 38.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.76
28042 - Carnival Equipment Repairer 18.00
28043 - Carnival Worker 12.96
28210 - Gate Attendant/Gate Tender 18.89
28310 - Lifeguard 12.65
28350 - Park Attendant (Aide) 21.12
28510 - Recreation Aide/Health Facility Attendant 15.42
28515 - Recreation Specialist 26.18
28630 - Sports Official 16.83
28690 - Swimming Pool Operator 20.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.29
29020 - Hatch Tender 31.29
29030 - Line Handler 31.29
29041 - Stevedore I 29.45

29042 - Stevedore II 33.24

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.57

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.35

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.32

30021 - Archeological Technician I 18.59

30022 - Archeological Technician II 20.79

30023 - Archeological Technician III 25.77

30030 - Cartographic Technician 25.77

30040 - Civil Engineering Technician 32.79

30051 - Cryogenic Technician I 28.53

30052 - Cryogenic Technician II 31.51

30061 - Drafter/CAD Operator I 18.59

30062 - Drafter/CAD Operator II 20.79

30063 - Drafter/CAD Operator III 23.18

30064 - Drafter/CAD Operator IV 28.53

30081 - Engineering Technician I 16.14

30082 - Engineering Technician II 18.13

30083 - Engineering Technician III 20.29

30084 - Engineering Technician IV 25.76

30085 - Engineering Technician V 31.76

30086 - Engineering Technician VI 37.19

30090 - Environmental Technician 28.80

30095 - Evidence Control Specialist 25.77

30210 - Laboratory Technician 21.24

30221 - Latent Fingerprint Technician I 31.60

30222 - Latent Fingerprint Technician II 34.90

30240 - Mathematical Technician 30.99

30361 - Paralegal/Legal Assistant I 19.02

30362 - Paralegal/Legal Assistant II 23.57

30363 - Paralegal/Legal Assistant III 28.82

30364 - Paralegal/Legal Assistant IV 34.87

30375 - Petroleum Supply Specialist 31.51

30390 - Photo-Optics Technician 25.77

30395 - Radiation Control Technician 31.51

30461 - Technical Writer I 26.02

30462 - Technical Writer II 31.83

30463 - Technical Writer III 38.50

30491 - Unexploded Ordnance (UXO) Technician I 27.05

30492 - Unexploded Ordnance (UXO) Technician II 32.73

30493 - Unexploded Ordnance (UXO) Technician III 39.23

30494 - Unexploded (UXO) Safety Escort 27.05

30495 - Unexploded (UXO) Sweep Personnel 27.05

30501 - Weather Forecaster I 28.53

30502 - Weather Forecaster II 34.70

30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.18

30621 - Weather Observer Senior (see 2) 25.77

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 32.73

31020 - Bus Aide	19.98
31030 - Bus Driver	27.10
31043 - Driver Courier	16.36
31260 - Parking and Lot Attendant	13.49
31290 - Shuttle Bus Driver	17.57
31310 - Taxi Driver	15.00
31361 - Truckdriver Light	17.57
31362 - Truckdriver Medium	18.79
31363 - Truckdriver Heavy	23.72
31364 - Truckdriver Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.86
99050 - Desk Clerk	13.48
99095 - Embalmer	29.76
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	16.33
99252 - Laboratory Animal Caretaker II	17.54
99260 - Marketing Analyst	32.89
99310 - Mortician	29.76
99410 - Pest Controller	19.23
99510 - Photofinishing Worker	22.07
99710 - Recycling Laborer	26.31
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	24.02
99810 - Sales Clerk	13.73
99820 - School Crossing Guard	16.23
99830 - Survey Party Chief	34.03
99831 - Surveying Aide	20.06
99832 - Surveying Technician	27.47
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	20.22
99842 - Vending Machine Repairer Helper	16.94

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

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.: 2015-5565
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: Oregon

Area: Oregon County of Deschutes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.24
01013 - Accounting Clerk III		20.41
01020 - Administrative Assistant		26.60
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		13.61
01042 - Customer Service Representative II		15.30
01043 - Customer Service Representative III		16.69
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		24.04
01070 - Document Preparation Clerk		14.95
01090 - Duplicating Machine Operator		14.95
01111 - General Clerk I		14.46
01112 - General Clerk II		15.78

01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	14.21
01191 - Order Clerk I	14.54
01192 - Order Clerk II	15.86
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.15
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	22.64
01290 - Rental Clerk	15.23
01300 - Scheduler Maintenance	16.21
01311 - Secretary I	16.21
01312 - Secretary II	18.14
01313 - Secretary III	20.22
01320 - Service Order Dispatcher	21.48
01410 - Supply Technician	26.60
01420 - Survey Worker	18.14
01460 - Switchboard Operator/Receptionist	15.79
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
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	23.79
05010 - Automotive Electrician	21.38
05040 - Automotive Glass Installer	20.21
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	17.71
05130 - Motor Equipment Metal Mechanic	22.56
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	22.56
05220 - Motor Vehicle Mechanic Helper	16.56
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter Automotive	21.38
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	17.87
05400 - Transmission Repair Specialist	22.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.62
07041 - Cook I	15.94
07042 - Cook II	18.17
07070 - Dishwasher	12.29
07130 - Food Service Worker	13.73
07210 - Meat Cutter	18.02
07260 - Waiter/Waitress	11.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15

09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	20.15
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	20.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	14.33
11090 - Gardener	21.39
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	17.05
11240 - Maid or Houseman	13.26
11260 - Pruner	15.67
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.05
11360 - Window Cleaner	15.59
12000 - Health Occupations	
12010 - Ambulance Driver	19.47
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	31.76
12015 - Certified Physical Therapist Assistant	31.76
12020 - Dental Assistant	23.47
12025 - Dental Hygienist	42.68
12030 - EKG Technician	35.08
12035 - Electroneurodiagnostic Technologist	35.08
12040 - Emergency Medical Technician	19.47
12071 - Licensed Practical Nurse I	20.69
12072 - Licensed Practical Nurse II	23.15
12073 - Licensed Practical Nurse III	25.80
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	20.41
12190 - Medical Record Technician	22.84
12195 - Medical Transcriptionist	21.59
12210 - Nuclear Medicine Technologist	50.86
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.29
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	20.43
12236 - Optical Technician	20.69
12250 - Pharmacy Technician	20.81
12280 - Phlebotomist	17.45
12305 - Radiologic Technologist	31.40
12311 - Registered Nurse I	24.83
12312 - Registered Nurse II	30.36
12313 - Registered Nurse II Specialist	30.36
12314 - Registered Nurse III	45.27
12315 - Registered Nurse III Anesthetist	45.27

12316 - Registered Nurse IV		44.04
12317 - Scheduler (Drug and Alcohol Testing)		28.26
12320 - Substance Abuse Treatment Counselor		21.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.13
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.90
13042 - Illustrator II		27.13
13043 - Illustrator III		33.19
13047 - Librarian		30.05
13050 - Library Aide/Clerk		17.44
13054 - Library Information Technology Systems Administrator		27.13
13058 - Library Technician		19.91
13061 - Media Specialist I		19.58
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		19.58
13072 - Photographer II		21.90
13073 - Photographer III		27.13
13074 - Photographer IV		32.71
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		19.64
13110 - Video Teleconference Technician		19.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.77
14042 - Computer Operator II		18.76
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.24
14045 - Computer Operator V		25.74
14071 - Computer Programmer I	(see 1)	19.63
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.77
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		41.18
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		41.18
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.18

15086 - Maintenance Test Pilot Rotary Wing 41.18
15088 - Non-Maintenance Test/Co-Pilot 41.18
15090 - Technical Instructor 22.43
15095 - Technical Instructor/Course Developer 28.02
15110 - Test Proctor 18.50
15120 - Tutor 18.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.94
19040 - Tool And Die Maker 31.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.63
21030 - Material Coordinator 22.64
21040 - Material Expediter 22.64
21050 - Material Handling Laborer 14.58
21071 - Order Filler 14.61
21080 - Production Line Worker (Food Processing) 19.63
21110 - Shipping Packer 17.84
21130 - Shipping/Receiving Clerk 17.84
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 19.63
21410 - Warehouse Specialist 19.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 22.21
23021 - Aircraft Mechanic I 26.43
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 19.40
23050 - Aircraft Painter 25.05
23060 - Aircraft Servicer 22.21
23070 - Aircraft Survival Flight Equipment Technician 25.05
23080 - Aircraft Worker 23.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.43
23110 - Appliance Mechanic 21.52

23120 - Bicycle Repairer	18.40
23125 - Cable Splicer	37.27
23130 - Carpenter Maintenance	22.27
23140 - Carpet Layer	24.51
23160 - Electrician Maintenance	32.30
23181 - Electronics Technician Maintenance I	26.91
23182 - Electronics Technician Maintenance II	28.47
23183 - Electronics Technician Maintenance III	30.04
23260 - Fabric Worker	22.99
23290 - Fire Alarm System Mechanic	25.87
23310 - Fire Extinguisher Repairer	21.49
23311 - Fuel Distribution System Mechanic	27.37
23312 - Fuel Distribution System Operator	21.49
23370 - General Maintenance Worker	17.34
23380 - Ground Support Equipment Mechanic	26.43
23381 - Ground Support Equipment Servicer	22.21
23382 - Ground Support Equipment Worker	23.67
23391 - Gunsmith I	21.49
23392 - Gunsmith II	24.51
23393 - Gunsmith III	27.37
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.50
23430 - Heavy Equipment Mechanic	27.09
23440 - Heavy Equipment Operator	25.48
23460 - Instrument Mechanic	27.37
23465 - Laboratory/Shelter Mechanic	25.94
23470 - Laborer	14.58
23510 - Locksmith	25.94
23530 - Machinery Maintenance Mechanic	27.96
23550 - Machinist Maintenance	23.66
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	27.37
23592 - Metrology Technician II	28.77
23593 - Metrology Technician III	30.22
23640 - Millwright	27.37
23710 - Office Appliance Repairer	26.52
23760 - Painter Maintenance	17.31
23790 - Pipefitter Maintenance	30.47
23810 - Plumber Maintenance	28.88
23820 - Pneudraulic Systems Mechanic	27.37
23850 - Rigger	27.37
23870 - Scale Mechanic	24.51
23890 - Sheet-Metal Worker Maintenance	24.88
23910 - Small Engine Mechanic	24.51
23931 - Telecommunications Mechanic I	27.73
23932 - Telecommunications Mechanic II	29.15
23950 - Telephone Lineman	27.37
23960 - Welder Combination Maintenance	21.24

23965 - Well Driller	27.37
23970 - Woodcraft Worker	27.37
23980 - Woodworker	21.49
24000 - Personal Needs Occupations	
24550 - Case Manager	18.77
24570 - Child Care Attendant	12.51
24580 - Child Care Center Clerk	15.61
24610 - Chore Aide	13.37
24620 - Family Readiness And Support Services Coordinator	18.77
24630 - Homemaker	18.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.37
25040 - Sewage Plant Operator	27.67
25070 - Stationary Engineer	27.37
25190 - Ventilation Equipment Tender	20.09
25210 - Water Treatment Plant Operator	27.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.42
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	30.72
27010 - Court Security Officer	30.72
27030 - Detection Dog Handler	16.32
27040 - Detention Officer	30.72
27070 - Firefighter	30.72
27101 - Guard I	14.20
27102 - Guard II	16.32
27131 - Police Officer I	33.44
27132 - Police Officer II	37.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.27
28042 - Carnival Equipment Repairer	16.33
28043 - Carnival Worker	11.96
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.99
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.05
28515 - Recreation Specialist	23.84
28630 - Sports Official	15.33
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.51
29020 - Hatch Tender	24.51
29030 - Line Handler	24.51
29041 - Stevedore I	22.99
29042 - Stevedore II	25.94
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 17.32
30022 - Archeological Technician II 19.38
30023 - Archeological Technician III 24.01
30030 - Cartographic Technician 24.01
30040 - Civil Engineering Technician 29.81
30051 - Cryogenic Technician I 26.59
30052 - Cryogenic Technician II 29.37
30061 - Drafter/CAD Operator I 17.32
30062 - Drafter/CAD Operator II 19.38
30063 - Drafter/CAD Operator III 21.61
30064 - Drafter/CAD Operator IV 26.59
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.01
30095 - Evidence Control Specialist 24.01
30210 - Laboratory Technician 21.61
30221 - Latent Fingerprint Technician I 26.59
30222 - Latent Fingerprint Technician II 29.37
30240 - Mathematical Technician 24.01
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.37
30390 - Photo-Optics Technician 24.01
30395 - Radiation Control Technician 29.37
30461 - Technical Writer I 24.01
30462 - Technical Writer II 29.37
30463 - Technical Writer III 35.53
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.59
30502 - Weather Forecaster II 32.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.61
30621 - Weather Observer Senior (see 2) 24.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.05
31030 - Bus Driver 18.86
31043 - Driver Courier 15.73
31260 - Parking and Lot Attendant 13.72
31290 - Shuttle Bus Driver 16.82

31310 - Taxi Driver	13.94
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	23.79
31364 - Truckdriver Tractor-Trailer	23.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.63
99050 - Desk Clerk	12.44
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.54
99252 - Laboratory Animal Caretaker II	17.69
99260 - Marketing Analyst	27.81
99310 - Mortician	25.35
99410 - Pest Controller	22.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.54
99711 - Recycling Specialist	27.41
99730 - Refuse Collector	23.36
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	28.74
99831 - Surveying Aide	18.05
99832 - Surveying Technician	24.57
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5566
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon County of Deschutes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.24
01013 - Accounting Clerk III		20.41
01020 - Administrative Assistant		26.60
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		13.61
01042 - Customer Service Representative II		15.30
01043 - Customer Service Representative III		16.69
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		24.04
01070 - Document Preparation Clerk		14.95

01090 - Duplicating Machine Operator	14.95
01111 - General Clerk I	14.46
01112 - General Clerk II	15.78
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	14.21
01191 - Order Clerk I	14.54
01192 - Order Clerk II	15.86
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.15
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	22.64
01290 - Rental Clerk	15.23
01300 - Scheduler Maintenance	16.21
01311 - Secretary I	16.21
01312 - Secretary II	18.14
01313 - Secretary III	20.22
01320 - Service Order Dispatcher	21.48
01410 - Supply Technician	26.60
01420 - Survey Worker	18.14
01460 - Switchboard Operator/Receptionist	15.79
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
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	23.79
05010 - Automotive Electrician	21.38
05040 - Automotive Glass Installer	20.21
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	17.71
05130 - Motor Equipment Metal Mechanic	22.56
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	22.56
05220 - Motor Vehicle Mechanic Helper	16.56
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter Automotive	21.38
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	17.87
05400 - Transmission Repair Specialist	22.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.62
07041 - Cook I	15.94
07042 - Cook II	18.17
07070 - Dishwasher	12.29
07130 - Food Service Worker	13.73
07210 - Meat Cutter	18.02

07260 - Waiter/Waitress	11.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	20.15
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	20.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	14.33
11090 - Gardener	21.39
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	17.05
11240 - Maid or Houseman	13.26
11260 - Pruner	15.67
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.05
11360 - Window Cleaner	15.59
12000 - Health Occupations	
12010 - Ambulance Driver	19.47
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	31.76
12015 - Certified Physical Therapist Assistant	31.76
12020 - Dental Assistant	23.47
12025 - Dental Hygienist	42.68
12030 - EKG Technician	35.08
12035 - Electroneurodiagnostic Technologist	35.08
12040 - Emergency Medical Technician	19.47
12071 - Licensed Practical Nurse I	20.69
12072 - Licensed Practical Nurse II	23.15
12073 - Licensed Practical Nurse III	25.80
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	20.41
12190 - Medical Record Technician	22.84
12195 - Medical Transcriptionist	21.59
12210 - Nuclear Medicine Technologist	50.86
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.29
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	20.43
12236 - Optical Technician	20.69
12250 - Pharmacy Technician	20.81
12280 - Phlebotomist	17.45
12305 - Radiologic Technologist	31.40
12311 - Registered Nurse I	24.83
12312 - Registered Nurse II	30.36

12313 - Registered Nurse II Specialist		30.36
12314 - Registered Nurse III		45.27
12315 - Registered Nurse III Anesthetist		45.27
12316 - Registered Nurse IV		44.04
12317 - Scheduler (Drug and Alcohol Testing)		28.26
12320 - Substance Abuse Treatment Counselor		21.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.90
13012 - Exhibits Specialist II		27.13
13013 - Exhibits Specialist III		33.19
13041 - Illustrator I		21.90
13042 - Illustrator II		27.13
13043 - Illustrator III		33.19
13047 - Librarian		30.05
13050 - Library Aide/Clerk		17.44
13054 - Library Information Technology Systems Administrator		27.13
13058 - Library Technician		19.91
13061 - Media Specialist I		19.58
13062 - Media Specialist II		21.90
13063 - Media Specialist III		24.41
13071 - Photographer I		19.58
13072 - Photographer II		21.90
13073 - Photographer III		27.13
13074 - Photographer IV		32.71
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		19.64
13110 - Video Teleconference Technician		19.21
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.77
14042 - Computer Operator II		18.76
14043 - Computer Operator III		20.92
14044 - Computer Operator IV		23.24
14045 - Computer Operator V		25.74
14071 - Computer Programmer I	(see 1)	19.63
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.77
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.40
15020 - Aircrew Training Devices Instructor (Rated)		34.36
15030 - Air Crew Training Devices Instructor (Pilot)		41.18
15050 - Computer Based Training Specialist / Instructor		28.40
15060 - Educational Technologist		32.39

15070 - Flight Instructor (Pilot) 41.18
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.18
15086 - Maintenance Test Pilot Rotary Wing 41.18
15088 - Non-Maintenance Test/Co-Pilot 41.18
15090 - Technical Instructor 22.43
15095 - Technical Instructor/Course Developer 28.02
15110 - Test Proctor 18.50
15120 - Tutor 18.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.94
19040 - Tool And Die Maker 31.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.63
21030 - Material Coordinator 22.64
21040 - Material Expediter 22.64
21050 - Material Handling Laborer 14.58
21071 - Order Filler 14.61
21080 - Production Line Worker (Food Processing) 19.63
21110 - Shipping Packer 17.84
21130 - Shipping/Receiving Clerk 17.84
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 19.63
21410 - Warehouse Specialist 19.63
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.78
23019 - Aircraft Logs and Records Technician 22.21
23021 - Aircraft Mechanic I 26.43
23022 - Aircraft Mechanic II 27.78
23023 - Aircraft Mechanic III 29.18
23040 - Aircraft Mechanic Helper 19.40
23050 - Aircraft Painter 25.05
23060 - Aircraft Servicer 22.21
23070 - Aircraft Survival Flight Equipment Technician 25.05
23080 - Aircraft Worker 23.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.67

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.43
II
23110 - Appliance Mechanic 21.52
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.27
23140 - Carpet Layer 24.51
23160 - Electrician Maintenance 32.30
23181 - Electronics Technician Maintenance I 26.91
23182 - Electronics Technician Maintenance II 28.47
23183 - Electronics Technician Maintenance III 30.04
23260 - Fabric Worker 22.99
23290 - Fire Alarm System Mechanic 25.87
23310 - Fire Extinguisher Repairer 21.49
23311 - Fuel Distribution System Mechanic 27.37
23312 - Fuel Distribution System Operator 21.49
23370 - General Maintenance Worker 17.34
23380 - Ground Support Equipment Mechanic 26.43
23381 - Ground Support Equipment Servicer 22.21
23382 - Ground Support Equipment Worker 23.67
23391 - Gunsmith I 21.49
23392 - Gunsmith II 24.51
23393 - Gunsmith III 27.37
23410 - Heating Ventilation And Air-Conditioning 21.40
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.50
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.09
23440 - Heavy Equipment Operator 25.48
23460 - Instrument Mechanic 27.37
23465 - Laboratory/Shelter Mechanic 25.94
23470 - Laborer 14.58
23510 - Locksmith 25.94
23530 - Machinery Maintenance Mechanic 27.96
23550 - Machinist Maintenance 23.66
23580 - Maintenance Trades Helper 16.61
23591 - Metrology Technician I 27.37
23592 - Metrology Technician II 28.77
23593 - Metrology Technician III 30.22
23640 - Millwright 27.37
23710 - Office Appliance Repairer 26.52
23760 - Painter Maintenance 17.31
23790 - Pipefitter Maintenance 30.47
23810 - Plumber Maintenance 28.88
23820 - Pneudraulic Systems Mechanic 27.37
23850 - Rigger 27.37
23870 - Scale Mechanic 24.51
23890 - Sheet-Metal Worker Maintenance 24.88
23910 - Small Engine Mechanic 24.51
23931 - Telecommunications Mechanic I 27.73

23932 - Telecommunications Mechanic II 29.15
23950 - Telephone Lineman 27.37
23960 - Welder Combination Maintenance 21.24
23965 - Well Driller 27.37
23970 - Woodcraft Worker 27.37
23980 - Woodworker 21.49
24000 - Personal Needs Occupations
24550 - Case Manager 18.77
24570 - Child Care Attendant 12.51
24580 - Child Care Center Clerk 15.61
24610 - Chore Aide 13.37
24620 - Family Readiness And Support Services Coordinator 18.77
24630 - Homemaker 18.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.37
25040 - Sewage Plant Operator 27.67
25070 - Stationary Engineer 27.37
25190 - Ventilation Equipment Tender 20.09
25210 - Water Treatment Plant Operator 27.67
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.42
27007 - Baggage Inspector 14.20
27008 - Corrections Officer 30.72
27010 - Court Security Officer 30.72
27030 - Detection Dog Handler 16.32
27040 - Detention Officer 30.72
27070 - Firefighter 30.72
27101 - Guard I 14.20
27102 - Guard II 16.32
27131 - Police Officer I 33.44
27132 - Police Officer II 37.15
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.27
28042 - Carnival Equipment Repairer 16.33
28043 - Carnival Worker 11.96
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.99
28350 - Park Attendant (Aide) 19.25
28510 - Recreation Aide/Health Facility Attendant 14.05
28515 - Recreation Specialist 23.84
28630 - Sports Official 15.33
28690 - Swimming Pool Operator 18.73
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.51
29020 - Hatch Tender 24.51
29030 - Line Handler 24.51
29041 - Stevedore I 22.99
29042 - Stevedore II 25.94
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 17.32
30022 - Archeological Technician II 19.38
30023 - Archeological Technician III 24.01
30030 - Cartographic Technician 24.01
30040 - Civil Engineering Technician 29.81
30051 - Cryogenic Technician I 26.59
30052 - Cryogenic Technician II 29.37
30061 - Drafter/CAD Operator I 17.32
30062 - Drafter/CAD Operator II 19.38
30063 - Drafter/CAD Operator III 21.61
30064 - Drafter/CAD Operator IV 26.59
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.01
30095 - Evidence Control Specialist 24.01
30210 - Laboratory Technician 21.61
30221 - Latent Fingerprint Technician I 26.59
30222 - Latent Fingerprint Technician II 29.37
30240 - Mathematical Technician 24.01
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.37
30390 - Photo-Optics Technician 24.01
30395 - Radiation Control Technician 29.37
30461 - Technical Writer I 24.01
30462 - Technical Writer II 29.37
30463 - Technical Writer III 35.53
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.59
30502 - Weather Forecaster II 32.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.61
30621 - Weather Observer Senior (see 2) 24.01
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.05
31030 - Bus Driver 18.86

31043 - Driver Courier	15.73
31260 - Parking and Lot Attendant	13.72
31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	13.94
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	23.79
31364 - Truckdriver Tractor-Trailer	23.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.63
99050 - Desk Clerk	12.44
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.54
99252 - Laboratory Animal Caretaker II	17.69
99260 - Marketing Analyst	27.81
99310 - Mortician	25.35
99410 - Pest Controller	22.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.54
99711 - Recycling Specialist	27.41
99730 - Refuse Collector	23.36
99810 - Sales Clerk	13.92
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	28.74
99831 - Surveying Aide	18.05
99832 - Surveying Technician	24.57
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5567
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: Oregon

Area: Oregon County of Benton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.50
01012 - Accounting Clerk II		18.52
01013 - Accounting Clerk III		20.71
01020 - Administrative Assistant		30.73
01035 - Court Reporter		18.94
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.94
01070 - Document Preparation Clerk		15.09
01090 - Duplicating Machine Operator		15.09
01111 - General Clerk I		14.58
01112 - General Clerk II		15.91

01113 - General Clerk III	17.86
01120 - Housing Referral Assistant	21.12
01141 - Messenger Courier	15.91
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	16.93
01262 - Personnel Assistant (Employment) II	18.94
01263 - Personnel Assistant (Employment) III	21.12
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.60
01300 - Scheduler Maintenance	16.93
01311 - Secretary I	16.93
01312 - Secretary II	18.94
01313 - Secretary III	21.12
01320 - Service Order Dispatcher	16.93
01410 - Supply Technician	30.73
01420 - Survey Worker	18.16
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.09
01612 - Word Processor II	16.93
01613 - Word Processor III	19.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.97
05040 - Automotive Glass Installer	18.87
05070 - Automotive Worker	18.87
05110 - Mobile Equipment Servicer	16.63
05130 - Motor Equipment Metal Mechanic	21.07
05160 - Motor Equipment Metal Worker	18.87
05190 - Motor Vehicle Mechanic	21.07
05220 - Motor Vehicle Mechanic Helper	15.54
05250 - Motor Vehicle Upholstery Worker	17.73
05280 - Motor Vehicle Wrecker	18.87
05310 - Painter Automotive	19.97
05340 - Radiator Repair Specialist	18.87
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	21.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.86
07041 - Cook I	14.98
07042 - Cook II	16.99
07070 - Dishwasher	12.00
07130 - Food Service Worker	11.99
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.17

09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.94
09110 - Furniture Repairer Minor	20.10
09130 - Upholsterer	22.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.79
11060 - Elevator Operator	13.66
11090 - Gardener	19.35
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	15.51
11240 - Maid or Houseman	12.24
11260 - Pruner	14.25
11270 - Tractor Operator	18.08
11330 - Trail Maintenance Worker	15.51
11360 - Window Cleaner	14.87
12000 - Health Occupations	
12010 - Ambulance Driver	23.17
12011 - Breath Alcohol Technician	23.17
12012 - Certified Occupational Therapist Assistant	31.79
12015 - Certified Physical Therapist Assistant	31.79
12020 - Dental Assistant	21.86
12025 - Dental Hygienist	45.45
12030 - EKG Technician	35.11
12035 - Electroneurodiagnostic Technologist	35.11
12040 - Emergency Medical Technician	23.17
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.17
12073 - Licensed Practical Nurse III	25.83
12100 - Medical Assistant	19.60
12130 - Medical Laboratory Technician	22.63
12160 - Medical Record Clerk	18.74
12190 - Medical Record Technician	23.17
12195 - Medical Transcriptionist	20.28
12210 - Nuclear Medicine Technologist	50.92
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.47
12223 - Nursing Assistant III	15.79
12224 - Nursing Assistant IV	17.72
12235 - Optical Dispenser	22.29
12236 - Optical Technician	20.72
12250 - Pharmacy Technician	20.41
12280 - Phlebotomist	17.80
12305 - Radiologic Technologist	35.11
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35
12313 - Registered Nurse II Specialist	29.35
12314 - Registered Nurse III	37.41
12315 - Registered Nurse III Anesthetist	37.41

12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		28.71
12320 - Substance Abuse Treatment Counselor		26.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.53
13012 - Exhibits Specialist II		30.39
13013 - Exhibits Specialist III		37.17
13041 - Illustrator I		24.53
13042 - Illustrator II		30.39
13043 - Illustrator III		37.17
13047 - Librarian		33.65
13050 - Library Aide/Clerk		19.54
13054 - Library Information Technology Systems Administrator		30.39
13058 - Library Technician		21.80
13061 - Media Specialist I		21.93
13062 - Media Specialist II		24.53
13063 - Media Specialist III		27.34
13071 - Photographer I		21.93
13072 - Photographer II		24.53
13073 - Photographer III		30.39
13074 - Photographer IV		37.17
13075 - Photographer V		44.97
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		21.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	23.37
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		17.44
14160 - Personal Computer Support Technician		27.67
14170 - System Support Specialist		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.95
15020 - Aircrew Training Devices Instructor (Rated)		35.03
15030 - Air Crew Training Devices Instructor (Pilot)		41.99
15050 - Computer Based Training Specialist / Instructor		28.95
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		41.99
15080 - Graphic Artist		23.00
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.99

15086 - Maintenance Test Pilot Rotary Wing 41.99
15088 - Non-Maintenance Test/Co-Pilot 41.99
15090 - Technical Instructor 21.56
15095 - Technical Instructor/Course Developer 26.37
15110 - Test Proctor 17.40
15120 - Tutor 17.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.35
19040 - Tool And Die Maker 28.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.54
21030 - Material Coordinator 24.21
21040 - Material Expediter 24.21
21050 - Material Handling Laborer 13.03
21071 - Order Filler 12.41
21080 - Production Line Worker (Food Processing) 16.54
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 16.54
21410 - Warehouse Specialist 16.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.78
23019 - Aircraft Logs and Records Technician 21.50
23021 - Aircraft Mechanic I 25.47
23022 - Aircraft Mechanic II 26.78
23023 - Aircraft Mechanic III 28.11
23040 - Aircraft Mechanic Helper 18.85
23050 - Aircraft Painter 24.09
23060 - Aircraft Servicer 21.50
23070 - Aircraft Survival Flight Equipment Technician 24.09
23080 - Aircraft Worker 22.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.47
23110 - Appliance Mechanic 23.08

23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 25.47
23130 - Carpenter Maintenance 26.95
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 33.88
23181 - Electronics Technician Maintenance I 23.66
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.41
23260 - Fabric Worker 21.50
23290 - Fire Alarm System Mechanic 25.47
23310 - Fire Extinguisher Repairer 20.18
23311 - Fuel Distribution System Mechanic 25.45
23312 - Fuel Distribution System Operator 20.16
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 25.47
23381 - Ground Support Equipment Servicer 21.50
23382 - Ground Support Equipment Worker 22.81
23391 - Gunsmith I 20.18
23392 - Gunsmith II 22.81
23393 - Gunsmith III 25.47
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.16
23430 - Heavy Equipment Mechanic 25.47
23440 - Heavy Equipment Operator 27.94
23460 - Instrument Mechanic 25.47
23465 - Laboratory/Shelter Mechanic 24.14
23470 - Laborer 13.03
23510 - Locksmith 24.14
23530 - Machinery Maintenance Mechanic 27.34
23550 - Machinist Maintenance 21.90
23580 - Maintenance Trades Helper 17.96
23591 - Metrology Technician I 25.47
23592 - Metrology Technician II 26.78
23593 - Metrology Technician III 28.11
23640 - Millwright 25.47
23710 - Office Appliance Repairer 24.08
23760 - Painter Maintenance 18.62
23790 - Pipefitter Maintenance 31.67
23810 - Plumber Maintenance 30.01
23820 - Pneudraulic Systems Mechanic 25.47
23850 - Rigger 25.47
23870 - Scale Mechanic 22.81
23890 - Sheet-Metal Worker Maintenance 25.47
23910 - Small Engine Mechanic 22.81
23931 - Telecommunications Mechanic I 28.90
23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 28.02
23960 - Welder Combination Maintenance 23.70

23965 - Well Driller	24.64
23970 - Woodcraft Worker	25.47
23980 - Woodworker	20.18
24000 - Personal Needs Occupations	
24550 - Case Manager	14.15
24570 - Child Care Attendant	12.17
24580 - Child Care Center Clerk	15.17
24610 - Chore Aide	13.15
24620 - Family Readiness And Support Services Coordinator	14.15
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.47
25040 - Sewage Plant Operator	24.14
25070 - Stationary Engineer	25.47
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	24.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	12.84
27008 - Corrections Officer	34.52
27010 - Court Security Officer	34.52
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	34.52
27070 - Firefighter	32.91
27101 - Guard I	12.84
27102 - Guard II	15.86
27131 - Police Officer I	33.67
27132 - Police Officer II	37.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.13
28042 - Carnival Equipment Repairer	15.13
28043 - Carnival Worker	11.16
28210 - Gate Attendant/Gate Tender	14.74
28310 - Lifeguard	13.13
28350 - Park Attendant (Aide)	16.48
28510 - Recreation Aide/Health Facility Attendant	12.40
28515 - Recreation Specialist	20.42
28630 - Sports Official	13.13
28690 - Swimming Pool Operator	23.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.81
29020 - Hatch Tender	22.81
29030 - Line Handler	22.81
29041 - Stevedore I	21.50
29042 - Stevedore II	24.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.32

30021 - Archeological Technician I 17.19
30022 - Archeological Technician II 19.22
30023 - Archeological Technician III 23.82
30030 - Cartographic Technician 23.82
30040 - Civil Engineering Technician 26.22
30051 - Cryogenic Technician I 26.37
30052 - Cryogenic Technician II 29.13
30061 - Drafter/CAD Operator I 17.19
30062 - Drafter/CAD Operator II 19.22
30063 - Drafter/CAD Operator III 21.43
30064 - Drafter/CAD Operator IV 26.37
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 23.82
30095 - Evidence Control Specialist 23.82
30210 - Laboratory Technician 21.43
30221 - Latent Fingerprint Technician I 26.37
30222 - Latent Fingerprint Technician II 29.13
30240 - Mathematical Technician 23.82
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.13
30390 - Photo-Optics Technician 23.82
30395 - Radiation Control Technician 29.13
30461 - Technical Writer I 23.82
30462 - Technical Writer II 29.13
30463 - Technical Writer III 35.24
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 26.37
30502 - Weather Forecaster II 32.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.43
30621 - Weather Observer Senior (see 2) 23.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 15.37
31030 - Bus Driver 20.39
31043 - Driver Courier 15.02
31260 - Parking and Lot Attendant 14.02
31290 - Shuttle Bus Driver 16.10

31310 - Taxi Driver	17.79
31361 - Truckdriver Light	16.10
31362 - Truckdriver Medium	17.15
31363 - Truckdriver Heavy	21.71
31364 - Truckdriver Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	11.69
99050 - Desk Clerk	11.73
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	14.96
99260 - Marketing Analyst	30.03
99310 - Mortician	27.05
99410 - Pest Controller	22.44
99510 - Photofinishing Worker	14.22
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	19.65
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	25.40
99831 - Surveying Aide	15.96
99832 - Surveying Technician	21.72
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.65

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.: 2015-5568
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon County of Benton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.50
01012 - Accounting Clerk II		18.52
01013 - Accounting Clerk III		20.71
01020 - Administrative Assistant		30.73
01035 - Court Reporter		18.94
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.94
01070 - Document Preparation Clerk		15.09

01090 - Duplicating Machine Operator	15.09
01111 - General Clerk I	14.58
01112 - General Clerk II	15.91
01113 - General Clerk III	17.86
01120 - Housing Referral Assistant	21.12
01141 - Messenger Courier	15.91
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	16.93
01262 - Personnel Assistant (Employment) II	18.94
01263 - Personnel Assistant (Employment) III	21.12
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.60
01300 - Scheduler Maintenance	16.93
01311 - Secretary I	16.93
01312 - Secretary II	18.94
01313 - Secretary III	21.12
01320 - Service Order Dispatcher	16.93
01410 - Supply Technician	30.73
01420 - Survey Worker	18.16
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.09
01612 - Word Processor II	16.93
01613 - Word Processor III	19.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.97
05040 - Automotive Glass Installer	18.87
05070 - Automotive Worker	18.87
05110 - Mobile Equipment Servicer	16.63
05130 - Motor Equipment Metal Mechanic	21.07
05160 - Motor Equipment Metal Worker	18.87
05190 - Motor Vehicle Mechanic	21.07
05220 - Motor Vehicle Mechanic Helper	15.54
05250 - Motor Vehicle Upholstery Worker	17.73
05280 - Motor Vehicle Wrecker	18.87
05310 - Painter Automotive	19.97
05340 - Radiator Repair Specialist	18.87
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	21.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.86
07041 - Cook I	14.98
07042 - Cook II	16.99
07070 - Dishwasher	12.00
07130 - Food Service Worker	11.99
07210 - Meat Cutter	15.32

07260 - Waiter/Waitress	11.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.94
09110 - Furniture Repairer Minor	20.10
09130 - Upholsterer	22.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.79
11060 - Elevator Operator	13.66
11090 - Gardener	19.35
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	15.51
11240 - Maid or Houseman	12.24
11260 - Pruner	14.25
11270 - Tractor Operator	18.08
11330 - Trail Maintenance Worker	15.51
11360 - Window Cleaner	14.87
12000 - Health Occupations	
12010 - Ambulance Driver	23.17
12011 - Breath Alcohol Technician	23.17
12012 - Certified Occupational Therapist Assistant	31.79
12015 - Certified Physical Therapist Assistant	31.79
12020 - Dental Assistant	21.86
12025 - Dental Hygienist	45.45
12030 - EKG Technician	35.11
12035 - Electroneurodiagnostic Technologist	35.11
12040 - Emergency Medical Technician	23.17
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.17
12073 - Licensed Practical Nurse III	25.83
12100 - Medical Assistant	19.60
12130 - Medical Laboratory Technician	22.63
12160 - Medical Record Clerk	18.74
12190 - Medical Record Technician	23.17
12195 - Medical Transcriptionist	20.28
12210 - Nuclear Medicine Technologist	50.92
12221 - Nursing Assistant I	12.87
12222 - Nursing Assistant II	14.47
12223 - Nursing Assistant III	15.79
12224 - Nursing Assistant IV	17.72
12235 - Optical Dispenser	22.29
12236 - Optical Technician	20.72
12250 - Pharmacy Technician	20.41
12280 - Phlebotomist	17.80
12305 - Radiologic Technologist	35.11
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35

12313 - Registered Nurse II Specialist		29.35
12314 - Registered Nurse III		37.41
12315 - Registered Nurse III Anesthetist		37.41
12316 - Registered Nurse IV		42.56
12317 - Scheduler (Drug and Alcohol Testing)		28.71
12320 - Substance Abuse Treatment Counselor		26.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.53
13012 - Exhibits Specialist II		30.39
13013 - Exhibits Specialist III		37.17
13041 - Illustrator I		24.53
13042 - Illustrator II		30.39
13043 - Illustrator III		37.17
13047 - Librarian		33.65
13050 - Library Aide/Clerk		19.54
13054 - Library Information Technology Systems Administrator		30.39
13058 - Library Technician		21.80
13061 - Media Specialist I		21.93
13062 - Media Specialist II		24.53
13063 - Media Specialist III		27.34
13071 - Photographer I		21.93
13072 - Photographer II		24.53
13073 - Photographer III		30.39
13074 - Photographer IV		37.17
13075 - Photographer V		44.97
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		21.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	23.37
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		17.44
14160 - Personal Computer Support Technician		27.67
14170 - System Support Specialist		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.95
15020 - Aircrew Training Devices Instructor (Rated)		35.03
15030 - Air Crew Training Devices Instructor (Pilot)		41.99
15050 - Computer Based Training Specialist / Instructor		28.95
15060 - Educational Technologist		32.39

15070 - Flight Instructor (Pilot) 41.99
15080 - Graphic Artist 23.00
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.99
15086 - Maintenance Test Pilot Rotary Wing 41.99
15088 - Non-Maintenance Test/Co-Pilot 41.99
15090 - Technical Instructor 21.56
15095 - Technical Instructor/Course Developer 26.37
15110 - Test Proctor 17.40
15120 - Tutor 17.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.35
19040 - Tool And Die Maker 28.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.54
21030 - Material Coordinator 24.21
21040 - Material Expediter 24.21
21050 - Material Handling Laborer 13.03
21071 - Order Filler 12.41
21080 - Production Line Worker (Food Processing) 16.54
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 16.54
21410 - Warehouse Specialist 16.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.78
23019 - Aircraft Logs and Records Technician 21.50
23021 - Aircraft Mechanic I 25.47
23022 - Aircraft Mechanic II 26.78
23023 - Aircraft Mechanic III 28.11
23040 - Aircraft Mechanic Helper 18.85
23050 - Aircraft Painter 24.09
23060 - Aircraft Servicer 21.50
23070 - Aircraft Survival Flight Equipment Technician 24.09
23080 - Aircraft Worker 22.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.47
II
23110 - Appliance Mechanic 23.08
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 25.47
23130 - Carpenter Maintenance 26.95
23140 - Carpet Layer 22.07
23160 - Electrician Maintenance 33.88
23181 - Electronics Technician Maintenance I 23.66
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.41
23260 - Fabric Worker 21.50
23290 - Fire Alarm System Mechanic 25.47
23310 - Fire Extinguisher Repairer 20.18
23311 - Fuel Distribution System Mechanic 25.45
23312 - Fuel Distribution System Operator 20.16
23370 - General Maintenance Worker 18.48
23380 - Ground Support Equipment Mechanic 25.47
23381 - Ground Support Equipment Servicer 21.50
23382 - Ground Support Equipment Worker 22.81
23391 - Gunsmith I 20.18
23392 - Gunsmith II 22.81
23393 - Gunsmith III 25.47
23410 - Heating Ventilation And Air-Conditioning 26.87
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.16
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.47
23440 - Heavy Equipment Operator 27.94
23460 - Instrument Mechanic 25.47
23465 - Laboratory/Shelter Mechanic 24.14
23470 - Laborer 13.03
23510 - Locksmith 24.14
23530 - Machinery Maintenance Mechanic 27.34
23550 - Machinist Maintenance 21.90
23580 - Maintenance Trades Helper 17.96
23591 - Metrology Technician I 25.47
23592 - Metrology Technician II 26.78
23593 - Metrology Technician III 28.11
23640 - Millwright 25.47
23710 - Office Appliance Repairer 24.08
23760 - Painter Maintenance 18.62
23790 - Pipefitter Maintenance 31.67
23810 - Plumber Maintenance 30.01
23820 - Pneudraulic Systems Mechanic 25.47
23850 - Rigger 25.47
23870 - Scale Mechanic 22.81
23890 - Sheet-Metal Worker Maintenance 25.47
23910 - Small Engine Mechanic 22.81
23931 - Telecommunications Mechanic I 28.90

23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 28.02
23960 - Welder Combination Maintenance 23.70
23965 - Well Driller 24.64
23970 - Woodcraft Worker 25.47
23980 - Woodworker 20.18
24000 - Personal Needs Occupations
24550 - Case Manager 14.15
24570 - Child Care Attendant 12.17
24580 - Child Care Center Clerk 15.17
24610 - Chore Aide 13.15
24620 - Family Readiness And Support Services Coordinator 14.15
24630 - Homemaker 17.24
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.47
25040 - Sewage Plant Operator 24.14
25070 - Stationary Engineer 25.47
25190 - Ventilation Equipment Tender 18.84
25210 - Water Treatment Plant Operator 24.14
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.59
27007 - Baggage Inspector 12.84
27008 - Corrections Officer 34.52
27010 - Court Security Officer 34.52
27030 - Detection Dog Handler 15.86
27040 - Detention Officer 34.52
27070 - Firefighter 32.91
27101 - Guard I 12.84
27102 - Guard II 15.86
27131 - Police Officer I 33.67
27132 - Police Officer II 37.43
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.13
28042 - Carnival Equipment Repairer 15.13
28043 - Carnival Worker 11.16
28210 - Gate Attendant/Gate Tender 14.74
28310 - Lifeguard 13.13
28350 - Park Attendant (Aide) 16.48
28510 - Recreation Aide/Health Facility Attendant 12.40
28515 - Recreation Specialist 20.42
28630 - Sports Official 13.13
28690 - Swimming Pool Operator 23.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.81
29020 - Hatch Tender 22.81
29030 - Line Handler 22.81
29041 - Stevedore I 21.50
29042 - Stevedore II 24.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.32
30021 - Archeological Technician I 17.19
30022 - Archeological Technician II 19.22
30023 - Archeological Technician III 23.82
30030 - Cartographic Technician 23.82
30040 - Civil Engineering Technician 26.22
30051 - Cryogenic Technician I 26.37
30052 - Cryogenic Technician II 29.13
30061 - Drafter/CAD Operator I 17.19
30062 - Drafter/CAD Operator II 19.22
30063 - Drafter/CAD Operator III 21.43
30064 - Drafter/CAD Operator IV 26.37
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 23.82
30095 - Evidence Control Specialist 23.82
30210 - Laboratory Technician 21.43
30221 - Latent Fingerprint Technician I 26.37
30222 - Latent Fingerprint Technician II 29.13
30240 - Mathematical Technician 23.82
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.13
30390 - Photo-Optics Technician 23.82
30395 - Radiation Control Technician 29.13
30461 - Technical Writer I 23.82
30462 - Technical Writer II 29.13
30463 - Technical Writer III 35.24
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 26.37
30502 - Weather Forecaster II 32.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.43
30621 - Weather Observer Senior (see 2) 23.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 15.37
31030 - Bus Driver 20.39

31043 - Driver Courier	15.02
31260 - Parking and Lot Attendant	14.02
31290 - Shuttle Bus Driver	16.10
31310 - Taxi Driver	17.79
31361 - Truckdriver Light	16.10
31362 - Truckdriver Medium	17.15
31363 - Truckdriver Heavy	21.71
31364 - Truckdriver Tractor-Trailer	21.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	11.69
99050 - Desk Clerk	11.73
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	13.98
99252 - Laboratory Animal Caretaker II	14.96
99260 - Marketing Analyst	30.03
99310 - Mortician	27.05
99410 - Pest Controller	22.44
99510 - Photofinishing Worker	14.22
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	19.65
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	25.40
99831 - Surveying Aide	15.96
99832 - Surveying Technician	21.72
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.65

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

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.: 2015-5569
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: Oregon

Area: Oregon County of Lane

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		27.59
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.22
01051 - Data Entry Operator I		15.87
01052 - Data Entry Operator II		17.31
01060 - Dispatcher Motor Vehicle		20.06
01070 - Document Preparation Clerk		15.42
01090 - Duplicating Machine Operator		15.42
01111 - General Clerk I		13.61
01112 - General Clerk II		14.84

01113 - General Clerk III	16.66
01120 - Housing Referral Assistant	20.02
01141 - Messenger Courier	16.09
01191 - Order Clerk I	14.00
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	15.85
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	21.56
01290 - Rental Clerk	15.20
01300 - Scheduler Maintenance	16.05
01311 - Secretary I	16.05
01312 - Secretary II	17.96
01313 - Secretary III	20.02
01320 - Service Order Dispatcher	17.86
01410 - Supply Technician	27.59
01420 - Survey Worker	15.01
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	16.24
01532 - Travel Clerk II	17.69
01533 - Travel Clerk III	19.04
01611 - Word Processor I	14.30
01612 - Word Processor II	16.05
01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.44
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	20.52
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	20.52
05220 - Motor Vehicle Mechanic Helper	15.17
05250 - Motor Vehicle Upholstery Worker	17.31
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	20.28
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	20.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	13.63
07042 - Cook II	15.55
07070 - Dishwasher	11.74
07130 - Food Service Worker	12.59
07210 - Meat Cutter	16.43
07260 - Waiter/Waitress	11.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65

09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	15.10
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.67
11060 - Elevator Operator	12.67
11090 - Gardener	18.39
11122 - Housekeeping Aide	12.87
11150 - Janitor	12.87
11210 - Laborer Grounds Maintenance	14.77
11240 - Maid or Houseman	12.42
11260 - Pruner	13.60
11270 - Tractor Operator	17.19
11330 - Trail Maintenance Worker	14.77
11360 - Window Cleaner	14.00
12000 - Health Occupations	
12010 - Ambulance Driver	20.55
12011 - Breath Alcohol Technician	22.96
12012 - Certified Occupational Therapist Assistant	31.49
12015 - Certified Physical Therapist Assistant	30.10
12020 - Dental Assistant	21.05
12025 - Dental Hygienist	39.52
12030 - EKG Technician	39.88
12035 - Electroneurodiagnostic Technologist	39.88
12040 - Emergency Medical Technician	20.55
12071 - Licensed Practical Nurse I	20.51
12072 - Licensed Practical Nurse II	22.96
12073 - Licensed Practical Nurse III	25.59
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	20.51
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.15
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	50.44
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.07
12235 - Optical Dispenser	17.22
12236 - Optical Technician	18.03
12250 - Pharmacy Technician	20.76
12280 - Phlebotomist	20.51
12305 - Radiologic Technologist	34.17
12311 - Registered Nurse I	25.09
12312 - Registered Nurse II	30.69
12313 - Registered Nurse II Specialist	30.69
12314 - Registered Nurse III	49.80
12315 - Registered Nurse III Anesthetist	49.80

12316 - Registered Nurse IV		44.51
12317 - Scheduler (Drug and Alcohol Testing)		28.43
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.46
13012 - Exhibits Specialist II		27.82
13013 - Exhibits Specialist III		34.03
13041 - Illustrator I		22.46
13042 - Illustrator II		27.82
13043 - Illustrator III		34.03
13047 - Librarian		30.81
13050 - Library Aide/Clerk		18.40
13054 - Library Information Technology Systems Administrator		27.82
13058 - Library Technician		20.47
13061 - Media Specialist I		20.07
13062 - Media Specialist II		22.46
13063 - Media Specialist III		25.04
13071 - Photographer I		16.64
13072 - Photographer II		18.62
13073 - Photographer III		23.06
13074 - Photographer IV		28.22
13075 - Photographer V		34.14
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		18.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
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		17.44
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		33.03
15030 - Air Crew Training Devices Instructor (Pilot)		39.58
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		39.58
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.58

15086 - Maintenance Test Pilot Rotary Wing 39.58
15088 - Non-Maintenance Test/Co-Pilot 39.58
15090 - Technical Instructor 22.43
15095 - Technical Instructor/Course Developer 28.64
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.18
19040 - Tool And Die Maker 33.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.67
21030 - Material Coordinator 21.56
21040 - Material Expediter 21.56
21050 - Material Handling Laborer 13.38
21071 - Order Filler 13.94
21080 - Production Line Worker (Food Processing) 19.67
21110 - Shipping Packer 15.70
21130 - Shipping/Receiving Clerk 15.70
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 19.67
21410 - Warehouse Specialist 19.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.12
23019 - Aircraft Logs and Records Technician 25.10
23021 - Aircraft Mechanic I 29.61
23022 - Aircraft Mechanic II 31.12
23023 - Aircraft Mechanic III 32.68
23040 - Aircraft Mechanic Helper 21.89
23050 - Aircraft Painter 28.06
23060 - Aircraft Servicer 25.10
23070 - Aircraft Survival Flight Equipment Technician 28.06
23080 - Aircraft Worker 26.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.61
23110 - Appliance Mechanic 22.50

23120 - Bicycle Repairer	17.62
23125 - Cable Splicer	37.27
23130 - Carpenter Maintenance	23.62
23140 - Carpet Layer	25.69
23160 - Electrician Maintenance	33.08
23181 - Electronics Technician Maintenance I	27.19
23182 - Electronics Technician Maintenance II	28.77
23183 - Electronics Technician Maintenance III	30.36
23260 - Fabric Worker	24.10
23290 - Fire Alarm System Mechanic	28.68
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	27.64
23312 - Fuel Distribution System Operator	21.70
23370 - General Maintenance Worker	17.43
23380 - Ground Support Equipment Mechanic	29.61
23381 - Ground Support Equipment Servicer	25.10
23382 - Ground Support Equipment Worker	26.52
23391 - Gunsmith I	22.52
23392 - Gunsmith II	25.69
23393 - Gunsmith III	28.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.22
23430 - Heavy Equipment Mechanic	25.52
23440 - Heavy Equipment Operator	26.96
23460 - Instrument Mechanic	28.68
23465 - Laboratory/Shelter Mechanic	27.18
23470 - Laborer	13.38
23510 - Locksmith	24.65
23530 - Machinery Maintenance Mechanic	24.49
23550 - Machinist Maintenance	22.45
23580 - Maintenance Trades Helper	14.56
23591 - Metrology Technician I	28.68
23592 - Metrology Technician II	30.15
23593 - Metrology Technician III	31.67
23640 - Millwright	32.14
23710 - Office Appliance Repairer	19.90
23760 - Painter Maintenance	18.30
23790 - Pipefitter Maintenance	29.40
23810 - Plumber Maintenance	27.86
23820 - Pneudraulic Systems Mechanic	28.68
23850 - Rigger	28.68
23870 - Scale Mechanic	25.69
23890 - Sheet-Metal Worker Maintenance	25.38
23910 - Small Engine Mechanic	21.74
23931 - Telecommunications Mechanic I	30.30
23932 - Telecommunications Mechanic II	31.86
23950 - Telephone Lineman	28.28
23960 - Welder Combination Maintenance	20.22

23965 - Well Driller	28.68
23970 - Woodcraft Worker	28.68
23980 - Woodworker	22.52
24000 - Personal Needs Occupations	
24550 - Case Manager	17.56
24570 - Child Care Attendant	13.09
24580 - Child Care Center Clerk	16.33
24610 - Chore Aide	13.32
24620 - Family Readiness And Support Services Coordinator	17.56
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.38
25040 - Sewage Plant Operator	30.84
25070 - Stationary Engineer	28.38
25190 - Ventilation Equipment Tender	20.83
25210 - Water Treatment Plant Operator	30.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.23
27007 - Baggage Inspector	14.39
27008 - Corrections Officer	34.89
27010 - Court Security Officer	33.73
27030 - Detection Dog Handler	16.15
27040 - Detention Officer	34.89
27070 - Firefighter	30.66
27101 - Guard I	14.39
27102 - Guard II	16.15
27131 - Police Officer I	31.50
27132 - Police Officer II	35.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.61
28042 - Carnival Equipment Repairer	16.70
28043 - Carnival Worker	12.32
28210 - Gate Attendant/Gate Tender	15.30
28310 - Lifeguard	12.16
28350 - Park Attendant (Aide)	17.11
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	21.19
28630 - Sports Official	13.62
28690 - Swimming Pool Operator	19.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.17
29020 - Hatch Tender	29.17
29030 - Line Handler	29.17
29041 - Stevedore I	27.37
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		16.99
30022 - Archeological Technician II		19.01
30023 - Archeological Technician III		23.54
30030 - Cartographic Technician		23.54
30040 - Civil Engineering Technician		30.50
30051 - Cryogenic Technician I		26.08
30052 - Cryogenic Technician II		28.80
30061 - Drafter/CAD Operator I		16.99
30062 - Drafter/CAD Operator II		19.01
30063 - Drafter/CAD Operator III		21.19
30064 - Drafter/CAD Operator IV		26.08
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		19.99
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.65
30090 - Environmental Technician		23.54
30095 - Evidence Control Specialist		23.54
30210 - Laboratory Technician		24.04
30221 - Latent Fingerprint Technician I		26.08
30222 - Latent Fingerprint Technician II		28.80
30240 - Mathematical Technician		25.73
30361 - Paralegal/Legal Assistant I		19.17
30362 - Paralegal/Legal Assistant II		23.75
30363 - Paralegal/Legal Assistant III		29.05
30364 - Paralegal/Legal Assistant IV		35.16
30375 - Petroleum Supply Specialist		28.80
30390 - Photo-Optics Technician		22.57
30395 - Radiation Control Technician		28.80
30461 - Technical Writer I		23.54
30462 - Technical Writer II		28.80
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		31.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.19
30621 - Weather Observer Senior	(see 2)	23.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		18.58
31030 - Bus Driver		24.76
31043 - Driver Courier		16.02
31260 - Parking and Lot Attendant		12.15
31290 - Shuttle Bus Driver		17.13

31310 - Taxi Driver	14.09
31361 - Truckdriver Light	17.13
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.92
99050 - Desk Clerk	12.15
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	23.74
99310 - Mortician	25.35
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	19.96
99711 - Recycling Specialist	23.42
99730 - Refuse Collector	18.56
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	27.92
99831 - Surveying Aide	17.53
99832 - Surveying Technician	23.87
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5570
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon County of Lane

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		27.59
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.22
01051 - Data Entry Operator I		15.87
01052 - Data Entry Operator II		17.31
01060 - Dispatcher Motor Vehicle		20.06
01070 - Document Preparation Clerk		15.42

01090 - Duplicating Machine Operator	15.42
01111 - General Clerk I	13.61
01112 - General Clerk II	14.84
01113 - General Clerk III	16.66
01120 - Housing Referral Assistant	20.02
01141 - Messenger Courier	16.09
01191 - Order Clerk I	14.00
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	15.85
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	21.56
01290 - Rental Clerk	15.20
01300 - Scheduler Maintenance	16.05
01311 - Secretary I	16.05
01312 - Secretary II	17.96
01313 - Secretary III	20.02
01320 - Service Order Dispatcher	17.86
01410 - Supply Technician	27.59
01420 - Survey Worker	15.01
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	16.24
01532 - Travel Clerk II	17.69
01533 - Travel Clerk III	19.04
01611 - Word Processor I	14.30
01612 - Word Processor II	16.05
01613 - Word Processor III	17.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.44
05040 - Automotive Glass Installer	18.37
05070 - Automotive Worker	18.37
05110 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	20.52
05160 - Motor Equipment Metal Worker	18.37
05190 - Motor Vehicle Mechanic	20.52
05220 - Motor Vehicle Mechanic Helper	15.17
05250 - Motor Vehicle Upholstery Worker	17.31
05280 - Motor Vehicle Wrecker	18.37
05310 - Painter Automotive	20.28
05340 - Radiator Repair Specialist	18.37
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	20.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	13.63
07042 - Cook II	15.55
07070 - Dishwasher	11.74
07130 - Food Service Worker	12.59
07210 - Meat Cutter	16.43

07260 - Waiter/Waitress	11.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer Minor	15.10
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.67
11060 - Elevator Operator	12.67
11090 - Gardener	18.39
11122 - Housekeeping Aide	12.87
11150 - Janitor	12.87
11210 - Laborer Grounds Maintenance	14.77
11240 - Maid or Houseman	12.42
11260 - Pruner	13.60
11270 - Tractor Operator	17.19
11330 - Trail Maintenance Worker	14.77
11360 - Window Cleaner	14.00
12000 - Health Occupations	
12010 - Ambulance Driver	20.55
12011 - Breath Alcohol Technician	22.96
12012 - Certified Occupational Therapist Assistant	31.49
12015 - Certified Physical Therapist Assistant	30.10
12020 - Dental Assistant	21.05
12025 - Dental Hygienist	39.52
12030 - EKG Technician	39.88
12035 - Electroneurodiagnostic Technologist	39.88
12040 - Emergency Medical Technician	20.55
12071 - Licensed Practical Nurse I	20.51
12072 - Licensed Practical Nurse II	22.96
12073 - Licensed Practical Nurse III	25.59
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	20.51
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.15
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	50.44
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.21
12224 - Nursing Assistant IV	17.07
12235 - Optical Dispenser	17.22
12236 - Optical Technician	18.03
12250 - Pharmacy Technician	20.76
12280 - Phlebotomist	20.51
12305 - Radiologic Technologist	34.17
12311 - Registered Nurse I	25.09
12312 - Registered Nurse II	30.69

12313 - Registered Nurse II Specialist		30.69
12314 - Registered Nurse III		49.80
12315 - Registered Nurse III Anesthetist		49.80
12316 - Registered Nurse IV		44.51
12317 - Scheduler (Drug and Alcohol Testing)		28.43
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.46
13012 - Exhibits Specialist II		27.82
13013 - Exhibits Specialist III		34.03
13041 - Illustrator I		22.46
13042 - Illustrator II		27.82
13043 - Illustrator III		34.03
13047 - Librarian		30.81
13050 - Library Aide/Clerk		18.40
13054 - Library Information Technology Systems Administrator		27.82
13058 - Library Technician		20.47
13061 - Media Specialist I		20.07
13062 - Media Specialist II		22.46
13063 - Media Specialist III		25.04
13071 - Photographer I		16.64
13072 - Photographer II		18.62
13073 - Photographer III		23.06
13074 - Photographer IV		28.22
13075 - Photographer V		34.14
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		18.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
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		17.44
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		33.03
15030 - Air Crew Training Devices Instructor (Pilot)		39.58
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39

15070 - Flight Instructor (Pilot) 39.58
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.58
15086 - Maintenance Test Pilot Rotary Wing 39.58
15088 - Non-Maintenance Test/Co-Pilot 39.58
15090 - Technical Instructor 22.43
15095 - Technical Instructor/Course Developer 28.64
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.18
19040 - Tool And Die Maker 33.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.67
21030 - Material Coordinator 21.56
21040 - Material Expediter 21.56
21050 - Material Handling Laborer 13.38
21071 - Order Filler 13.94
21080 - Production Line Worker (Food Processing) 19.67
21110 - Shipping Packer 15.70
21130 - Shipping/Receiving Clerk 15.70
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 19.67
21410 - Warehouse Specialist 19.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.12
23019 - Aircraft Logs and Records Technician 25.10
23021 - Aircraft Mechanic I 29.61
23022 - Aircraft Mechanic II 31.12
23023 - Aircraft Mechanic III 32.68
23040 - Aircraft Mechanic Helper 21.89
23050 - Aircraft Painter 28.06
23060 - Aircraft Servicer 25.10
23070 - Aircraft Survival Flight Equipment Technician 28.06
23080 - Aircraft Worker 26.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.52

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.61
II
23110 - Appliance Mechanic 22.50
23120 - Bicycle Repairer 17.62
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 23.62
23140 - Carpet Layer 25.69
23160 - Electrician Maintenance 33.08
23181 - Electronics Technician Maintenance I 27.19
23182 - Electronics Technician Maintenance II 28.77
23183 - Electronics Technician Maintenance III 30.36
23260 - Fabric Worker 24.10
23290 - Fire Alarm System Mechanic 28.68
23310 - Fire Extinguisher Repairer 22.52
23311 - Fuel Distribution System Mechanic 27.64
23312 - Fuel Distribution System Operator 21.70
23370 - General Maintenance Worker 17.43
23380 - Ground Support Equipment Mechanic 29.61
23381 - Ground Support Equipment Servicer 25.10
23382 - Ground Support Equipment Worker 26.52
23391 - Gunsmith I 22.52
23392 - Gunsmith II 25.69
23393 - Gunsmith III 28.68
23410 - Heating Ventilation And Air-Conditioning 26.84
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.22
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.52
23440 - Heavy Equipment Operator 26.96
23460 - Instrument Mechanic 28.68
23465 - Laboratory/Shelter Mechanic 27.18
23470 - Laborer 13.38
23510 - Locksmith 24.65
23530 - Machinery Maintenance Mechanic 24.49
23550 - Machinist Maintenance 22.45
23580 - Maintenance Trades Helper 14.56
23591 - Metrology Technician I 28.68
23592 - Metrology Technician II 30.15
23593 - Metrology Technician III 31.67
23640 - Millwright 32.14
23710 - Office Appliance Repairer 19.90
23760 - Painter Maintenance 18.30
23790 - Pipefitter Maintenance 29.40
23810 - Plumber Maintenance 27.86
23820 - Pneudraulic Systems Mechanic 28.68
23850 - Rigger 28.68
23870 - Scale Mechanic 25.69
23890 - Sheet-Metal Worker Maintenance 25.38
23910 - Small Engine Mechanic 21.74
23931 - Telecommunications Mechanic I 30.30

23932 - Telecommunications Mechanic II 31.86
23950 - Telephone Lineman 28.28
23960 - Welder Combination Maintenance 20.22
23965 - Well Driller 28.68
23970 - Woodcraft Worker 28.68
23980 - Woodworker 22.52
24000 - Personal Needs Occupations
24550 - Case Manager 17.56
24570 - Child Care Attendant 13.09
24580 - Child Care Center Clerk 16.33
24610 - Chore Aide 13.32
24620 - Family Readiness And Support Services Coordinator 17.56
24630 - Homemaker 17.56
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.38
25040 - Sewage Plant Operator 30.84
25070 - Stationary Engineer 28.38
25190 - Ventilation Equipment Tender 20.83
25210 - Water Treatment Plant Operator 30.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.23
27007 - Baggage Inspector 14.39
27008 - Corrections Officer 34.89
27010 - Court Security Officer 33.73
27030 - Detection Dog Handler 16.15
27040 - Detention Officer 34.89
27070 - Firefighter 30.66
27101 - Guard I 14.39
27102 - Guard II 16.15
27131 - Police Officer I 31.50
27132 - Police Officer II 35.00
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.61
28042 - Carnival Equipment Repairer 16.70
28043 - Carnival Worker 12.32
28210 - Gate Attendant/Gate Tender 15.30
28310 - Lifeguard 12.16
28350 - Park Attendant (Aide) 17.11
28510 - Recreation Aide/Health Facility Attendant 12.48
28515 - Recreation Specialist 21.19
28630 - Sports Official 13.62
28690 - Swimming Pool Operator 19.11
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.17
29020 - Hatch Tender 29.17
29030 - Line Handler 29.17
29041 - Stevedore I 27.37
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 16.99
30022 - Archeological Technician II 19.01
30023 - Archeological Technician III 23.54
30030 - Cartographic Technician 23.54
30040 - Civil Engineering Technician 30.50
30051 - Cryogenic Technician I 26.08
30052 - Cryogenic Technician II 28.80
30061 - Drafter/CAD Operator I 16.99
30062 - Drafter/CAD Operator II 19.01
30063 - Drafter/CAD Operator III 21.19
30064 - Drafter/CAD Operator IV 26.08
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 23.54
30095 - Evidence Control Specialist 23.54
30210 - Laboratory Technician 24.04
30221 - Latent Fingerprint Technician I 26.08
30222 - Latent Fingerprint Technician II 28.80
30240 - Mathematical Technician 25.73
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 28.80
30390 - Photo-Optics Technician 22.57
30395 - Radiation Control Technician 28.80
30461 - Technical Writer I 23.54
30462 - Technical Writer II 28.80
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 31.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.19
30621 - Weather Observer Senior (see 2) 23.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 18.58
31030 - Bus Driver 24.76

31043 - Driver Courier	16.02
31260 - Parking and Lot Attendant	12.15
31290 - Shuttle Bus Driver	17.13
31310 - Taxi Driver	14.09
31361 - Truckdriver Light	17.13
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.92
99050 - Desk Clerk	12.15
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.41
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	23.74
99310 - Mortician	25.35
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	19.96
99711 - Recycling Specialist	23.42
99730 - Refuse Collector	18.56
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	27.92
99831 - Surveying Aide	17.53
99832 - Surveying Technician	23.87
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5571
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: Oregon

Area: Oregon County of Jackson

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		28.20
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.27
01051 - Data Entry Operator I		14.69
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		18.24
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.60
01112 - General Clerk II		14.83

01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.74
01141 - Messenger Courier	14.23
01191 - Order Clerk I	14.12
01192 - Order Clerk II	15.41
01261 - Personnel Assistant (Employment) I	15.41
01262 - Personnel Assistant (Employment) II	17.25
01263 - Personnel Assistant (Employment) III	19.23
01270 - Production Control Clerk	19.36
01290 - Rental Clerk	15.24
01300 - Scheduler Maintenance	15.82
01311 - Secretary I	15.82
01312 - Secretary II	17.70
01313 - Secretary III	19.74
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	28.20
01420 - Survey Worker	18.20
01460 - Switchboard Operator/Receptionist	15.19
01531 - Travel Clerk I	15.09
01532 - Travel Clerk II	16.32
01533 - Travel Clerk III	17.56
01611 - Word Processor I	14.09
01612 - Word Processor II	15.82
01613 - Word Processor III	17.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.42
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.18
05070 - Automotive Worker	18.18
05110 - Mobile Equipment Servicer	15.94
05130 - Motor Equipment Metal Mechanic	20.30
05160 - Motor Equipment Metal Worker	18.18
05190 - Motor Vehicle Mechanic	20.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	17.06
05280 - Motor Vehicle Wrecker	18.18
05310 - Painter Automotive	19.24
05340 - Radiator Repair Specialist	18.18
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	20.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	16.02
07070 - Dishwasher	12.45
07130 - Food Service Worker	13.04
07210 - Meat Cutter	18.14
07260 - Waiter/Waitress	12.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.18

09040 - Furniture Handler	12.38
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	17.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	14.23
11090 - Gardener	18.63
11122 - Housekeeping Aide	14.23
11150 - Janitor	14.23
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.54
11260 - Pruner	13.65
11270 - Tractor Operator	17.42
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	22.86
12011 - Breath Alcohol Technician	22.86
12012 - Certified Occupational Therapist Assistant	31.81
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	43.13
12030 - EKG Technician	39.98
12035 - Electroneurodiagnostic Technologist	39.98
12040 - Emergency Medical Technician	22.86
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.19
12073 - Licensed Practical Nurse III	25.85
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	26.18
12160 - Medical Record Clerk	18.38
12190 - Medical Record Technician	20.57
12195 - Medical Transcriptionist	22.04
12210 - Nuclear Medicine Technologist	50.95
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	17.68
12236 - Optical Technician	20.72
12250 - Pharmacy Technician	19.50
12280 - Phlebotomist	17.75
12305 - Radiologic Technologist	34.73
12311 - Registered Nurse I	24.36
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II Specialist	29.80
12314 - Registered Nurse III	41.15
12315 - Registered Nurse III Anesthetist	41.15

12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		28.31
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.40
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		29.36
13050 - Library Aide/Clerk		16.02
13054 - Library Information Technology Systems Administrator		26.51
13058 - Library Technician		19.74
13061 - Media Specialist I		19.13
13062 - Media Specialist II		21.40
13063 - Media Specialist III		23.87
13071 - Photographer I		17.96
13072 - Photographer II		20.10
13073 - Photographer III		24.89
13074 - Photographer IV		29.74
13075 - Photographer V		36.01
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.59
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.50
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	27.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.93
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		34.16
15070 - Flight Instructor (Pilot)		41.93
15080 - Graphic Artist		22.84
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 22.43
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.27
15120 - Tutor 18.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.76
19040 - Tool And Die Maker 29.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.16
21030 - Material Coordinator 19.36
21040 - Material Expediter 19.36
21050 - Material Handling Laborer 15.36
21071 - Order Filler 14.31
21080 - Production Line Worker (Food Processing) 19.16
21110 - Shipping Packer 16.07
21130 - Shipping/Receiving Clerk 16.07
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 19.16
21410 - Warehouse Specialist 19.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.33
23021 - Aircraft Mechanic I 28.96
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.98
23040 - Aircraft Mechanic Helper 21.26
23050 - Aircraft Painter 27.45
23060 - Aircraft Servicer 24.33
23070 - Aircraft Survival Flight Equipment Technician 27.45
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.96
23110 - Appliance Mechanic 23.30

23120 - Bicycle Repairer	18.40
23125 - Cable Splicer	25.10
23130 - Carpenter Maintenance	22.27
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	29.08
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	21.09
23290 - Fire Alarm System Mechanic	25.10
23310 - Fire Extinguisher Repairer	19.71
23311 - Fuel Distribution System Mechanic	25.42
23312 - Fuel Distribution System Operator	19.96
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	28.96
23381 - Ground Support Equipment Servicer	24.33
23382 - Ground Support Equipment Worker	25.94
23391 - Gunsmith I	19.71
23392 - Gunsmith II	22.48
23393 - Gunsmith III	25.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	24.85
23460 - Instrument Mechanic	25.10
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	14.65
23510 - Locksmith	23.79
23530 - Machinery Maintenance Mechanic	26.11
23550 - Machinist Maintenance	22.78
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	25.10
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.71
23640 - Millwright	25.10
23710 - Office Appliance Repairer	21.89
23760 - Painter Maintenance	17.14
23790 - Pipefitter Maintenance	36.95
23810 - Plumber Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	25.10
23850 - Rigger	25.10
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	25.10
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	31.21
23932 - Telecommunications Mechanic II	32.81
23950 - Telephone Lineman	25.10
23960 - Welder Combination Maintenance	19.10

23965 - Well Driller	25.10
23970 - Woodcraft Worker	25.10
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	
24550 - Case Manager	18.48
24570 - Child Care Attendant	12.13
24580 - Child Care Center Clerk	15.13
24610 - Chore Aide	13.43
24620 - Family Readiness And Support Services Coordinator	18.48
24630 - Homemaker	18.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	29.79
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	29.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.86
27007 - Baggage Inspector	14.37
27008 - Corrections Officer	29.62
27010 - Court Security Officer	29.62
27030 - Detection Dog Handler	16.08
27040 - Detention Officer	29.62
27070 - Firefighter	29.62
27101 - Guard I	14.37
27102 - Guard II	16.08
27131 - Police Officer I	33.24
27132 - Police Officer II	36.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.13
28042 - Carnival Equipment Repairer	16.18
28043 - Carnival Worker	11.85
28210 - Gate Attendant/Gate Tender	15.59
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	17.44
28510 - Recreation Aide/Health Facility Attendant	12.73
28515 - Recreation Specialist	21.60
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	21.09
29042 - Stevedore II	23.79
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 17.07
30022 - Archeological Technician II 19.10
30023 - Archeological Technician III 23.65
30030 - Cartographic Technician 23.65
30040 - Civil Engineering Technician 28.84
30051 - Cryogenic Technician I 24.23
30052 - Cryogenic Technician II 26.76
30061 - Drafter/CAD Operator I 17.07
30062 - Drafter/CAD Operator II 19.10
30063 - Drafter/CAD Operator III 21.29
30064 - Drafter/CAD Operator IV 26.20
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 23.65
30095 - Evidence Control Specialist 21.87
30210 - Laboratory Technician 21.01
30221 - Latent Fingerprint Technician I 24.23
30222 - Latent Fingerprint Technician II 26.76
30240 - Mathematical Technician 23.65
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 26.76
30390 - Photo-Optics Technician 23.65
30395 - Radiation Control Technician 26.76
30461 - Technical Writer I 21.87
30462 - Technical Writer II 26.76
30463 - Technical Writer III 32.37
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.20
30502 - Weather Forecaster II 31.87
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.29
30621 - Weather Observer Senior (see 2) 23.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.58
31030 - Bus Driver 20.92
31043 - Driver Courier 15.26
31260 - Parking and Lot Attendant 14.32
31290 - Shuttle Bus Driver 16.32

31310 - Taxi Driver	13.94
31361 - Truckdriver Light	16.32
31362 - Truckdriver Medium	17.47
31363 - Truckdriver Heavy	22.30
31364 - Truckdriver Tractor-Trailer	22.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.01
99050 - Desk Clerk	12.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.11
99252 - Laboratory Animal Caretaker II	16.16
99260 - Marketing Analyst	25.72
99310 - Mortician	25.35
99410 - Pest Controller	22.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.96
99711 - Recycling Specialist	24.39
99730 - Refuse Collector	19.25
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5572
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon County of Jackson

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		28.20
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.27
01051 - Data Entry Operator I		14.69
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		18.24
01070 - Document Preparation Clerk		14.05

01090 - Duplicating Machine Operator	14.05
01111 - General Clerk I	13.60
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.74
01141 - Messenger Courier	14.23
01191 - Order Clerk I	14.12
01192 - Order Clerk II	15.41
01261 - Personnel Assistant (Employment) I	15.41
01262 - Personnel Assistant (Employment) II	17.25
01263 - Personnel Assistant (Employment) III	19.23
01270 - Production Control Clerk	19.36
01290 - Rental Clerk	15.24
01300 - Scheduler Maintenance	15.82
01311 - Secretary I	15.82
01312 - Secretary II	17.70
01313 - Secretary III	19.74
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	28.20
01420 - Survey Worker	18.20
01460 - Switchboard Operator/Receptionist	15.19
01531 - Travel Clerk I	15.09
01532 - Travel Clerk II	16.32
01533 - Travel Clerk III	17.56
01611 - Word Processor I	14.09
01612 - Word Processor II	15.82
01613 - Word Processor III	17.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.42
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.18
05070 - Automotive Worker	18.18
05110 - Mobile Equipment Servicer	15.94
05130 - Motor Equipment Metal Mechanic	20.30
05160 - Motor Equipment Metal Worker	18.18
05190 - Motor Vehicle Mechanic	20.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	17.06
05280 - Motor Vehicle Wrecker	18.18
05310 - Painter Automotive	19.24
05340 - Radiator Repair Specialist	18.18
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	20.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	16.02
07070 - Dishwasher	12.45
07130 - Food Service Worker	13.04
07210 - Meat Cutter	18.14

07260 - Waiter/Waitress	12.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.18
09040 - Furniture Handler	12.38
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	17.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	14.23
11090 - Gardener	18.63
11122 - Housekeeping Aide	14.23
11150 - Janitor	14.23
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.54
11260 - Pruner	13.65
11270 - Tractor Operator	17.42
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	22.86
12011 - Breath Alcohol Technician	22.86
12012 - Certified Occupational Therapist Assistant	31.81
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	43.13
12030 - EKG Technician	39.98
12035 - Electroneurodiagnostic Technologist	39.98
12040 - Emergency Medical Technician	22.86
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.19
12073 - Licensed Practical Nurse III	25.85
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	26.18
12160 - Medical Record Clerk	18.38
12190 - Medical Record Technician	20.57
12195 - Medical Transcriptionist	22.04
12210 - Nuclear Medicine Technologist	50.95
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	17.68
12236 - Optical Technician	20.72
12250 - Pharmacy Technician	19.50
12280 - Phlebotomist	17.75
12305 - Radiologic Technologist	34.73
12311 - Registered Nurse I	24.36
12312 - Registered Nurse II	29.80

12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		41.15
12315 - Registered Nurse III Anesthetist		41.15
12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		28.31
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.40
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		29.36
13050 - Library Aide/Clerk		16.02
13054 - Library Information Technology Systems Administrator		26.51
13058 - Library Technician		19.74
13061 - Media Specialist I		19.13
13062 - Media Specialist II		21.40
13063 - Media Specialist III		23.87
13071 - Photographer I		17.96
13072 - Photographer II		20.10
13073 - Photographer III		24.89
13074 - Photographer IV		29.74
13075 - Photographer V		36.01
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.59
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.50
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	27.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.92
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.93
15050 - Computer Based Training Specialist / Instructor		28.92
15060 - Educational Technologist		34.16

15070 - Flight Instructor (Pilot) 41.93
15080 - Graphic Artist 22.84
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 22.43
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.27
15120 - Tutor 18.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.76
19040 - Tool And Die Maker 29.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.16
21030 - Material Coordinator 19.36
21040 - Material Expediter 19.36
21050 - Material Handling Laborer 15.36
21071 - Order Filler 14.31
21080 - Production Line Worker (Food Processing) 19.16
21110 - Shipping Packer 16.07
21130 - Shipping/Receiving Clerk 16.07
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 19.16
21410 - Warehouse Specialist 19.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.45
23019 - Aircraft Logs and Records Technician 24.33
23021 - Aircraft Mechanic I 28.96
23022 - Aircraft Mechanic II 30.45
23023 - Aircraft Mechanic III 31.98
23040 - Aircraft Mechanic Helper 21.26
23050 - Aircraft Painter 27.45
23060 - Aircraft Servicer 24.33
23070 - Aircraft Survival Flight Equipment Technician 27.45
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.96
II
23110 - Appliance Mechanic 23.30
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 25.10
23130 - Carpenter Maintenance 22.27
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 29.08
23181 - Electronics Technician Maintenance I 23.66
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 26.41
23260 - Fabric Worker 21.09
23290 - Fire Alarm System Mechanic 25.10
23310 - Fire Extinguisher Repairer 19.71
23311 - Fuel Distribution System Mechanic 25.42
23312 - Fuel Distribution System Operator 19.96
23370 - General Maintenance Worker 16.80
23380 - Ground Support Equipment Mechanic 28.96
23381 - Ground Support Equipment Servicer 24.33
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 19.71
23392 - Gunsmith II 22.48
23393 - Gunsmith III 25.10
23410 - Heating Ventilation And Air-Conditioning 20.67
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.73
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.14
23440 - Heavy Equipment Operator 24.85
23460 - Instrument Mechanic 25.10
23465 - Laboratory/Shelter Mechanic 23.79
23470 - Laborer 14.65
23510 - Locksmith 23.79
23530 - Machinery Maintenance Mechanic 26.11
23550 - Machinist Maintenance 22.78
23580 - Maintenance Trades Helper 13.73
23591 - Metrology Technician I 25.10
23592 - Metrology Technician II 26.38
23593 - Metrology Technician III 27.71
23640 - Millwright 25.10
23710 - Office Appliance Repairer 21.89
23760 - Painter Maintenance 17.14
23790 - Pipefitter Maintenance 36.95
23810 - Plumber Maintenance 34.43
23820 - Pneudraulic Systems Mechanic 25.10
23850 - Rigger 25.10
23870 - Scale Mechanic 22.48
23890 - Sheet-Metal Worker Maintenance 25.10
23910 - Small Engine Mechanic 22.48
23931 - Telecommunications Mechanic I 31.21

23932 - Telecommunications Mechanic II 32.81
23950 - Telephone Lineman 25.10
23960 - Welder Combination Maintenance 19.10
23965 - Well Driller 25.10
23970 - Woodcraft Worker 25.10
23980 - Woodworker 19.71
24000 - Personal Needs Occupations
24550 - Case Manager 18.48
24570 - Child Care Attendant 12.13
24580 - Child Care Center Clerk 15.13
24610 - Chore Aide 13.43
24620 - Family Readiness And Support Services Coordinator 18.48
24630 - Homemaker 18.48
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.74
25040 - Sewage Plant Operator 29.79
25070 - Stationary Engineer 24.74
25190 - Ventilation Equipment Tender 18.29
25210 - Water Treatment Plant Operator 29.79
27000 - Protective Service Occupations
27004 - Alarm Monitor 32.86
27007 - Baggage Inspector 14.37
27008 - Corrections Officer 29.62
27010 - Court Security Officer 29.62
27030 - Detection Dog Handler 16.08
27040 - Detention Officer 29.62
27070 - Firefighter 29.62
27101 - Guard I 14.37
27102 - Guard II 16.08
27131 - Police Officer I 33.24
27132 - Police Officer II 36.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.13
28042 - Carnival Equipment Repairer 16.18
28043 - Carnival Worker 11.85
28210 - Gate Attendant/Gate Tender 15.59
28310 - Lifeguard 11.90
28350 - Park Attendant (Aide) 17.44
28510 - Recreation Aide/Health Facility Attendant 12.73
28515 - Recreation Specialist 21.60
28630 - Sports Official 13.89
28690 - Swimming Pool Operator 18.73
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.48
29020 - Hatch Tender 22.48
29030 - Line Handler 22.48
29041 - Stevedore I 21.09
29042 - Stevedore II 23.79
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 17.07
30022 - Archeological Technician II 19.10
30023 - Archeological Technician III 23.65
30030 - Cartographic Technician 23.65
30040 - Civil Engineering Technician 28.84
30051 - Cryogenic Technician I 24.23
30052 - Cryogenic Technician II 26.76
30061 - Drafter/CAD Operator I 17.07
30062 - Drafter/CAD Operator II 19.10
30063 - Drafter/CAD Operator III 21.29
30064 - Drafter/CAD Operator IV 26.20
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 23.65
30095 - Evidence Control Specialist 21.87
30210 - Laboratory Technician 21.01
30221 - Latent Fingerprint Technician I 24.23
30222 - Latent Fingerprint Technician II 26.76
30240 - Mathematical Technician 23.65
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 26.76
30390 - Photo-Optics Technician 23.65
30395 - Radiation Control Technician 26.76
30461 - Technical Writer I 21.87
30462 - Technical Writer II 26.76
30463 - Technical Writer III 32.37
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.20
30502 - Weather Forecaster II 31.87
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.29
30621 - Weather Observer Senior (see 2) 23.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.58
31030 - Bus Driver 20.92

31043 - Driver Courier	15.26
31260 - Parking and Lot Attendant	14.32
31290 - Shuttle Bus Driver	16.32
31310 - Taxi Driver	13.94
31361 - Truckdriver Light	16.32
31362 - Truckdriver Medium	17.47
31363 - Truckdriver Heavy	22.30
31364 - Truckdriver Tractor-Trailer	22.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.01
99050 - Desk Clerk	12.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.11
99252 - Laboratory Animal Caretaker II	16.16
99260 - Marketing Analyst	25.72
99310 - Mortician	25.35
99410 - Pest Controller	22.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.96
99711 - Recycling Specialist	24.39
99730 - Refuse Collector	19.25
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5573
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: Oregon

Area: Oregon Counties of Marion Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.81
01012 - Accounting Clerk II		17.75
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		24.09
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.82
01043 - Customer Service Representative III		17.27
01051 - Data Entry Operator I		14.90
01052 - Data Entry Operator II		16.26
01060 - Dispatcher Motor Vehicle		20.74
01070 - Document Preparation Clerk		18.30
01090 - Duplicating Machine Operator		18.30
01111 - General Clerk I		14.28
01112 - General Clerk II		15.58

01113 - General Clerk III	17.49
01120 - Housing Referral Assistant	21.41
01141 - Messenger Courier	17.35
01191 - Order Clerk I	15.53
01192 - Order Clerk II	16.95
01261 - Personnel Assistant (Employment) I	17.01
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	21.21
01270 - Production Control Clerk	21.24
01290 - Rental Clerk	16.68
01300 - Scheduler Maintenance	17.17
01311 - Secretary I	17.17
01312 - Secretary II	19.20
01313 - Secretary III	21.41
01320 - Service Order Dispatcher	18.54
01410 - Supply Technician	24.09
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.94
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.25
01533 - Travel Clerk III	17.49
01611 - Word Processor I	15.30
01612 - Word Processor II	17.17
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.95
05010 - Automotive Electrician	20.18
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter Automotive	20.18
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.63
07041 - Cook I	14.99
07042 - Cook II	17.04
07070 - Dishwasher	11.81
07130 - Food Service Worker	12.34
07210 - Meat Cutter	18.45
07260 - Waiter/Waitress	12.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.16

09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	17.34
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	18.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.30
11060 - Elevator Operator	13.38
11090 - Gardener	18.35
11122 - Housekeeping Aide	13.38
11150 - Janitor	13.38
11210 - Laborer Grounds Maintenance	14.49
11240 - Maid or Houseman	12.15
11260 - Pruner	13.22
11270 - Tractor Operator	17.08
11330 - Trail Maintenance Worker	14.49
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	21.05
12011 - Breath Alcohol Technician	23.88
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	31.63
12020 - Dental Assistant	21.41
12025 - Dental Hygienist	41.82
12030 - EKG Technician	38.75
12035 - Electroneurodiagnostic Technologist	38.75
12040 - Emergency Medical Technician	21.05
12071 - Licensed Practical Nurse I	21.35
12072 - Licensed Practical Nurse II	23.88
12073 - Licensed Practical Nurse III	26.62
12100 - Medical Assistant	18.49
12130 - Medical Laboratory Technician	24.35
12160 - Medical Record Clerk	17.33
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	52.48
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	17.85
12236 - Optical Technician	21.35
12250 - Pharmacy Technician	20.84
12280 - Phlebotomist	18.61
12305 - Radiologic Technologist	34.77
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99

12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.59
12320 - Substance Abuse Treatment Counselor		24.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.30
13012 - Exhibits Specialist II		30.11
13013 - Exhibits Specialist III		36.83
13041 - Illustrator I		24.30
13042 - Illustrator II		30.11
13043 - Illustrator III		36.83
13047 - Librarian		33.34
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		30.11
13058 - Library Technician		18.23
13061 - Media Specialist I		21.73
13062 - Media Specialist II		24.30
13063 - Media Specialist III		27.09
13071 - Photographer I		18.30
13072 - Photographer II		20.47
13073 - Photographer III		25.37
13074 - Photographer IV		31.02
13075 - Photographer V		37.53
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		21.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.18
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		18.27
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		34.14
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)		43.12
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		46.55
15070 - Flight Instructor (Pilot)		43.12
15080 - Graphic Artist		22.37
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 24.11
15095 - Technical Instructor/Course Developer 29.49
15110 - Test Proctor 19.47
15120 - Tutor 19.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.82
19040 - Tool And Die Maker 32.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.17
21030 - Material Coordinator 21.24
21040 - Material Expediter 21.24
21050 - Material Handling Laborer 14.91
21071 - Order Filler 13.60
21080 - Production Line Worker (Food Processing) 17.17
21110 - Shipping Packer 17.90
21130 - Shipping/Receiving Clerk 17.90
21140 - Store Worker I 14.70
21150 - Stock Clerk 19.35
21210 - Tools And Parts Attendant 17.17
21410 - Warehouse Specialist 17.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.87
23019 - Aircraft Logs and Records Technician 24.27
23021 - Aircraft Mechanic I 28.34
23022 - Aircraft Mechanic II 29.87
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 26.82
23060 - Aircraft Servicer 24.27
23070 - Aircraft Survival Flight Equipment Technician 26.82
23080 - Aircraft Worker 25.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.34
23110 - Appliance Mechanic 25.57

23120 - Bicycle Repairer	20.15
23125 - Cable Splicer	47.62
23130 - Carpenter Maintenance	22.08
23140 - Carpet Layer	26.17
23160 - Electrician Maintenance	32.62
23181 - Electronics Technician Maintenance I	29.81
23182 - Electronics Technician Maintenance II	31.67
23183 - Electronics Technician Maintenance III	33.47
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	30.43
23310 - Fire Extinguisher Repairer	22.21
23311 - Fuel Distribution System Mechanic	29.73
23312 - Fuel Distribution System Operator	23.30
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	28.34
23381 - Ground Support Equipment Servicer	24.27
23382 - Ground Support Equipment Worker	25.60
23391 - Gunsmith I	22.21
23392 - Gunsmith II	25.24
23393 - Gunsmith III	28.34
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.31
23430 - Heavy Equipment Mechanic	28.31
23440 - Heavy Equipment Operator	27.89
23460 - Instrument Mechanic	28.34
23465 - Laboratory/Shelter Mechanic	26.82
23470 - Laborer	14.91
23510 - Locksmith	26.71
23530 - Machinery Maintenance Mechanic	23.55
23550 - Machinist Maintenance	25.12
23580 - Maintenance Trades Helper	15.34
23591 - Metrology Technician I	28.34
23592 - Metrology Technician II	29.87
23593 - Metrology Technician III	31.40
23640 - Millwright	28.34
23710 - Office Appliance Repairer	20.53
23760 - Painter Maintenance	18.59
23790 - Pipefitter Maintenance	32.90
23810 - Plumber Maintenance	31.13
23820 - Pneudraulic Systems Mechanic	28.34
23850 - Rigger	28.34
23870 - Scale Mechanic	25.24
23890 - Sheet-Metal Worker Maintenance	24.87
23910 - Small Engine Mechanic	24.93
23931 - Telecommunications Mechanic I	29.12
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	28.40
23960 - Welder Combination Maintenance	22.90

23965 - Well Driller	25.76
23970 - Woodcraft Worker	28.34
23980 - Woodworker	22.21
24000 - Personal Needs Occupations	
24550 - Case Manager	19.89
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.78
24610 - Chore Aide	13.25
24620 - Family Readiness And Support Services Coordinator	19.89
24630 - Homemaker	19.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.35
25040 - Sewage Plant Operator	27.44
25070 - Stationary Engineer	30.35
25190 - Ventilation Equipment Tender	22.14
25210 - Water Treatment Plant Operator	27.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.44
27007 - Baggage Inspector	13.97
27008 - Corrections Officer	29.44
27010 - Court Security Officer	31.98
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	29.44
27070 - Firefighter	34.52
27101 - Guard I	13.97
27102 - Guard II	16.79
27131 - Police Officer I	32.26
27132 - Police Officer II	35.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.22
28042 - Carnival Equipment Repairer	16.35
28043 - Carnival Worker	11.77
28210 - Gate Attendant/Gate Tender	17.96
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	20.08
28510 - Recreation Aide/Health Facility Attendant	14.66
28515 - Recreation Specialist	24.89
28630 - Sports Official	16.00
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.24
29020 - Hatch Tender	25.24
29030 - Line Handler	25.24
29041 - Stevedore I	23.75
29042 - Stevedore II	26.82
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.32

30021 - Archeological Technician I 17.22
30022 - Archeological Technician II 19.26
30023 - Archeological Technician III 23.87
30030 - Cartographic Technician 23.87
30040 - Civil Engineering Technician 31.79
30051 - Cryogenic Technician I 26.43
30052 - Cryogenic Technician II 29.20
30061 - Drafter/CAD Operator I 17.22
30062 - Drafter/CAD Operator II 19.26
30063 - Drafter/CAD Operator III 21.48
30064 - Drafter/CAD Operator IV 26.43
30081 - Engineering Technician I 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 23.87
30095 - Evidence Control Specialist 23.87
30210 - Laboratory Technician 21.48
30221 - Latent Fingerprint Technician I 26.43
30222 - Latent Fingerprint Technician II 29.20
30240 - Mathematical Technician 23.87
30361 - Paralegal/Legal Assistant I 21.04
30362 - Paralegal/Legal Assistant II 26.07
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.58
30375 - Petroleum Supply Specialist 29.20
30390 - Photo-Optics Technician 23.87
30395 - Radiation Control Technician 29.20
30461 - Technical Writer I 23.87
30462 - Technical Writer II 29.20
30463 - Technical Writer III 35.32
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 26.43
30502 - Weather Forecaster II 32.16
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.48
30621 - Weather Observer Senior (see 2) 23.87
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 16.98
31030 - Bus Driver 23.03
31043 - Driver Courier 17.14
31260 - Parking and Lot Attendant 12.29
31290 - Shuttle Bus Driver 18.41

31310 - Taxi Driver	13.04
31361 - Truckdriver Light	18.41
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.83
31364 - Truckdriver Tractor-Trailer	21.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.12
99050 - Desk Clerk	12.00
99095 - Embalmer	27.16
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	14.18
99252 - Laboratory Animal Caretaker II	15.23
99260 - Marketing Analyst	30.16
99310 - Mortician	27.16
99410 - Pest Controller	22.98
99510 - Photofinishing Worker	15.40
99710 - Recycling Laborer	25.81
99711 - Recycling Specialist	30.25
99730 - Refuse Collector	23.51
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	35.73
99831 - Surveying Aide	21.07
99832 - Surveying Technician	28.85
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	19.92

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.: 2015-5574
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon Counties of Marion Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.81
01012 - Accounting Clerk II		17.75
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		24.09
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.82
01043 - Customer Service Representative III		17.27
01051 - Data Entry Operator I		14.90
01052 - Data Entry Operator II		16.26
01060 - Dispatcher Motor Vehicle		20.74
01070 - Document Preparation Clerk		18.30

01090 - Duplicating Machine Operator	18.30
01111 - General Clerk I	14.28
01112 - General Clerk II	15.58
01113 - General Clerk III	17.49
01120 - Housing Referral Assistant	21.41
01141 - Messenger Courier	17.35
01191 - Order Clerk I	15.53
01192 - Order Clerk II	16.95
01261 - Personnel Assistant (Employment) I	17.01
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	21.21
01270 - Production Control Clerk	21.24
01290 - Rental Clerk	16.68
01300 - Scheduler Maintenance	17.17
01311 - Secretary I	17.17
01312 - Secretary II	19.20
01313 - Secretary III	21.41
01320 - Service Order Dispatcher	18.54
01410 - Supply Technician	24.09
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.94
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.25
01533 - Travel Clerk III	17.49
01611 - Word Processor I	15.30
01612 - Word Processor II	17.17
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.95
05010 - Automotive Electrician	20.18
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.33
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	21.33
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter Automotive	20.18
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	21.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.63
07041 - Cook I	14.99
07042 - Cook II	17.04
07070 - Dishwasher	11.81
07130 - Food Service Worker	12.34
07210 - Meat Cutter	18.45

07260 - Waiter/Waitress	12.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.16
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	17.34
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	18.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.30
11060 - Elevator Operator	13.38
11090 - Gardener	18.35
11122 - Housekeeping Aide	13.38
11150 - Janitor	13.38
11210 - Laborer Grounds Maintenance	14.49
11240 - Maid or Houseman	12.15
11260 - Pruner	13.22
11270 - Tractor Operator	17.08
11330 - Trail Maintenance Worker	14.49
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	21.05
12011 - Breath Alcohol Technician	23.88
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	31.63
12020 - Dental Assistant	21.41
12025 - Dental Hygienist	41.82
12030 - EKG Technician	38.75
12035 - Electroneurodiagnostic Technologist	38.75
12040 - Emergency Medical Technician	21.05
12071 - Licensed Practical Nurse I	21.35
12072 - Licensed Practical Nurse II	23.88
12073 - Licensed Practical Nurse III	26.62
12100 - Medical Assistant	18.49
12130 - Medical Laboratory Technician	24.35
12160 - Medical Record Clerk	17.33
12190 - Medical Record Technician	19.38
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	52.48
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	17.85
12236 - Optical Technician	21.35
12250 - Pharmacy Technician	20.84
12280 - Phlebotomist	18.61
12305 - Radiologic Technologist	34.77
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.59
12320 - Substance Abuse Treatment Counselor		24.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.30
13012 - Exhibits Specialist II		30.11
13013 - Exhibits Specialist III		36.83
13041 - Illustrator I		24.30
13042 - Illustrator II		30.11
13043 - Illustrator III		36.83
13047 - Librarian		33.34
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		30.11
13058 - Library Technician		18.23
13061 - Media Specialist I		21.73
13062 - Media Specialist II		24.30
13063 - Media Specialist III		27.09
13071 - Photographer I		18.30
13072 - Photographer II		20.47
13073 - Photographer III		25.37
13074 - Photographer IV		31.02
13075 - Photographer V		37.53
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		21.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.18
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		18.27
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		34.14
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)		43.12
15050 - Computer Based Training Specialist / Instructor		29.73
15060 - Educational Technologist		46.55

15070 - Flight Instructor (Pilot) 43.12
15080 - Graphic Artist 22.37
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 24.11
15095 - Technical Instructor/Course Developer 29.49
15110 - Test Proctor 19.47
15120 - Tutor 19.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.82
19040 - Tool And Die Maker 32.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.17
21030 - Material Coordinator 21.24
21040 - Material Expediter 21.24
21050 - Material Handling Laborer 14.91
21071 - Order Filler 13.60
21080 - Production Line Worker (Food Processing) 17.17
21110 - Shipping Packer 17.90
21130 - Shipping/Receiving Clerk 17.90
21140 - Store Worker I 14.70
21150 - Stock Clerk 19.35
21210 - Tools And Parts Attendant 17.17
21410 - Warehouse Specialist 17.17
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.87
23019 - Aircraft Logs and Records Technician 24.27
23021 - Aircraft Mechanic I 28.34
23022 - Aircraft Mechanic II 29.87
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 26.82
23060 - Aircraft Servicer 24.27
23070 - Aircraft Survival Flight Equipment Technician 26.82
23080 - Aircraft Worker 25.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.60

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.34
23110 - Appliance Mechanic 25.57
23120 - Bicycle Repairer 20.15
23125 - Cable Splicer 47.62
23130 - Carpenter Maintenance 22.08
23140 - Carpet Layer 26.17
23160 - Electrician Maintenance 32.62
23181 - Electronics Technician Maintenance I 29.81
23182 - Electronics Technician Maintenance II 31.67
23183 - Electronics Technician Maintenance III 33.47
23260 - Fabric Worker 23.75
23290 - Fire Alarm System Mechanic 30.43
23310 - Fire Extinguisher Repairer 22.21
23311 - Fuel Distribution System Mechanic 29.73
23312 - Fuel Distribution System Operator 23.30
23370 - General Maintenance Worker 19.18
23380 - Ground Support Equipment Mechanic 28.34
23381 - Ground Support Equipment Servicer 24.27
23382 - Ground Support Equipment Worker 25.60
23391 - Gunsmith I 22.21
23392 - Gunsmith II 25.24
23393 - Gunsmith III 28.34
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.31
23430 - Heavy Equipment Mechanic 28.31
23440 - Heavy Equipment Operator 27.89
23460 - Instrument Mechanic 28.34
23465 - Laboratory/Shelter Mechanic 26.82
23470 - Laborer 14.91
23510 - Locksmith 26.71
23530 - Machinery Maintenance Mechanic 23.55
23550 - Machinist Maintenance 25.12
23580 - Maintenance Trades Helper 15.34
23591 - Metrology Technician I 28.34
23592 - Metrology Technician II 29.87
23593 - Metrology Technician III 31.40
23640 - Millwright 28.34
23710 - Office Appliance Repairer 20.53
23760 - Painter Maintenance 18.59
23790 - Pipefitter Maintenance 32.90
23810 - Plumber Maintenance 31.13
23820 - Pneudraulic Systems Mechanic 28.34
23850 - Rigger 28.34
23870 - Scale Mechanic 25.24
23890 - Sheet-Metal Worker Maintenance 24.87
23910 - Small Engine Mechanic 24.93
23931 - Telecommunications Mechanic I 29.12

23932 - Telecommunications Mechanic II 30.69
23950 - Telephone Lineman 28.40
23960 - Welder Combination Maintenance 22.90
23965 - Well Driller 25.76
23970 - Woodcraft Worker 28.34
23980 - Woodworker 22.21
24000 - Personal Needs Occupations
24550 - Case Manager 19.89
24570 - Child Care Attendant 11.85
24580 - Child Care Center Clerk 14.78
24610 - Chore Aide 13.25
24620 - Family Readiness And Support Services Coordinator 19.89
24630 - Homemaker 19.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.35
25040 - Sewage Plant Operator 27.44
25070 - Stationary Engineer 30.35
25190 - Ventilation Equipment Tender 22.14
25210 - Water Treatment Plant Operator 27.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.44
27007 - Baggage Inspector 13.97
27008 - Corrections Officer 29.44
27010 - Court Security Officer 31.98
27030 - Detection Dog Handler 16.79
27040 - Detention Officer 29.44
27070 - Firefighter 34.52
27101 - Guard I 13.97
27102 - Guard II 16.79
27131 - Police Officer I 32.26
27132 - Police Officer II 35.86
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.22
28042 - Carnival Equipment Repairer 16.35
28043 - Carnival Worker 11.77
28210 - Gate Attendant/Gate Tender 17.96
28310 - Lifeguard 12.65
28350 - Park Attendant (Aide) 20.08
28510 - Recreation Aide/Health Facility Attendant 14.66
28515 - Recreation Specialist 24.89
28630 - Sports Official 16.00
28690 - Swimming Pool Operator 19.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.24
29020 - Hatch Tender 25.24
29030 - Line Handler 25.24
29041 - Stevedore I 23.75
29042 - Stevedore II 26.82
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.32
30021 - Archeological Technician I 17.22
30022 - Archeological Technician II 19.26
30023 - Archeological Technician III 23.87
30030 - Cartographic Technician 23.87
30040 - Civil Engineering Technician 31.79
30051 - Cryogenic Technician I 26.43
30052 - Cryogenic Technician II 29.20
30061 - Drafter/CAD Operator I 17.22
30062 - Drafter/CAD Operator II 19.26
30063 - Drafter/CAD Operator III 21.48
30064 - Drafter/CAD Operator IV 26.43
30081 - Engineering Technician I 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 23.87
30095 - Evidence Control Specialist 23.87
30210 - Laboratory Technician 21.48
30221 - Latent Fingerprint Technician I 26.43
30222 - Latent Fingerprint Technician II 29.20
30240 - Mathematical Technician 23.87
30361 - Paralegal/Legal Assistant I 21.04
30362 - Paralegal/Legal Assistant II 26.07
30363 - Paralegal/Legal Assistant III 31.89
30364 - Paralegal/Legal Assistant IV 38.58
30375 - Petroleum Supply Specialist 29.20
30390 - Photo-Optics Technician 23.87
30395 - Radiation Control Technician 29.20
30461 - Technical Writer I 23.87
30462 - Technical Writer II 29.20
30463 - Technical Writer III 35.32
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 26.43
30502 - Weather Forecaster II 32.16
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.48
30621 - Weather Observer Senior (see 2) 23.87
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 16.98
31030 - Bus Driver 23.03

31043 - Driver Courier	17.14
31260 - Parking and Lot Attendant	12.29
31290 - Shuttle Bus Driver	18.41
31310 - Taxi Driver	13.04
31361 - Truckdriver Light	18.41
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	21.83
31364 - Truckdriver Tractor-Trailer	21.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.12
99050 - Desk Clerk	12.00
99095 - Embalmer	27.16
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	14.18
99252 - Laboratory Animal Caretaker II	15.23
99260 - Marketing Analyst	30.16
99310 - Mortician	27.16
99410 - Pest Controller	22.98
99510 - Photofinishing Worker	15.40
99710 - Recycling Laborer	25.81
99711 - Recycling Specialist	30.25
99730 - Refuse Collector	23.51
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	35.73
99831 - Surveying Aide	21.07
99832 - Surveying Technician	28.85
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	19.92

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

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.: 2015-5575
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: Oregon

Area: Oregon County of Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.32
01041 - Customer Service Representative I		12.79
01042 - Customer Service Representative II		14.38
01043 - Customer Service Representative III		15.69
01051 - Data Entry Operator I		12.37
01052 - Data Entry Operator II		13.50
01060 - Dispatcher Motor Vehicle		22.07
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		13.20
01112 - General Clerk II		14.40

01113 - General Clerk III	16.16
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	12.76
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.67
01263 - Personnel Assistant (Employment) III	19.70
01270 - Production Control Clerk	20.83
01290 - Rental Clerk	13.80
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	19.65
01410 - Supply Technician	27.93
01420 - Survey Worker	17.12
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.33
01611 - Word Processor I	13.79
01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.02
05040 - Automotive Glass Installer	17.96
05070 - Automotive Worker	17.96
05110 - Mobile Equipment Servicer	15.76
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.96
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.71
05250 - Motor Vehicle Upholstery Worker	16.85
05280 - Motor Vehicle Wrecker	17.96
05310 - Painter Automotive	19.02
05340 - Radiator Repair Specialist	17.96
05370 - Tire Repairer	16.10
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94
07041 - Cook I	14.61
07042 - Cook II	16.65
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.65
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	12.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15

09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.10
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.39
11240 - Maid or Houseman	12.99
11260 - Pruner	13.09
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.89
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	21.74
12025 - Dental Hygienist	44.17
12030 - EKG Technician	36.33
12035 - Electroneurodiagnostic Technologist	36.33
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	17.26
12130 - Medical Laboratory Technician	24.81
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.51
12195 - Medical Transcriptionist	19.33
12210 - Nuclear Medicine Technologist	52.69
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	17.15
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	20.47
12280 - Phlebotomist	18.11
12305 - Radiologic Technologist	34.97
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.91
12313 - Registered Nurse II Specialist	29.91
12314 - Registered Nurse III	45.27
12315 - Registered Nurse III Anesthetist	45.27

12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.75

15086 - Maintenance Test Pilot Rotary Wing 37.75
15088 - Non-Maintenance Test/Co-Pilot 37.75
15090 - Technical Instructor 20.39
15095 - Technical Instructor/Course Developer 26.12
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.26
19040 - Tool And Die Maker 30.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.80
21030 - Material Coordinator 20.83
21040 - Material Expediter 20.83
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 18.80
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 18.80
21410 - Warehouse Specialist 18.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.80
23019 - Aircraft Logs and Records Technician 23.74
23021 - Aircraft Mechanic I 28.30
23022 - Aircraft Mechanic II 29.80
23023 - Aircraft Mechanic III 31.31
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 26.50
23060 - Aircraft Servicer 23.74
23070 - Aircraft Survival Flight Equipment Technician 26.50
23080 - Aircraft Worker 25.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.30
23110 - Appliance Mechanic 25.26

23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.27
23140 - Carpet Layer 23.85
23160 - Electrician Maintenance 35.29
23181 - Electronics Technician Maintenance I 26.03
23182 - Electronics Technician Maintenance II 27.53
23183 - Electronics Technician Maintenance III 29.05
23260 - Fabric Worker 23.74
23290 - Fire Alarm System Mechanic 28.30
23310 - Fire Extinguisher Repairer 22.22
23311 - Fuel Distribution System Mechanic 28.00
23312 - Fuel Distribution System Operator 22.18
23370 - General Maintenance Worker 16.48
23380 - Ground Support Equipment Mechanic 28.30
23381 - Ground Support Equipment Servicer 23.74
23382 - Ground Support Equipment Worker 25.31
23391 - Gunsmith I 22.22
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.03
23430 - Heavy Equipment Mechanic 24.25
23440 - Heavy Equipment Operator 25.50
23460 - Instrument Mechanic 28.30
23465 - Laboratory/Shelter Mechanic 26.81
23470 - Laborer 15.04
23510 - Locksmith 26.81
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 24.09
23580 - Maintenance Trades Helper 13.73
23591 - Metrology Technician I 28.30
23592 - Metrology Technician II 29.80
23593 - Metrology Technician III 31.31
23640 - Millwright 28.30
23710 - Office Appliance Repairer 26.49
23760 - Painter Maintenance 18.29
23790 - Pipefitter Maintenance 28.23
23810 - Plumber Maintenance 26.74
23820 - Pneudraulic Systems Mechanic 28.30
23850 - Rigger 28.30
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 28.30
23910 - Small Engine Mechanic 20.74
23931 - Telecommunications Mechanic I 28.90
23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 28.30
23960 - Welder Combination Maintenance 21.19

23965 - Well Driller	26.65
23970 - Woodcraft Worker	28.30
23980 - Woodworker	22.22
24000 - Personal Needs Occupations	
24550 - Case Manager	18.07
24570 - Child Care Attendant	11.89
24580 - Child Care Center Clerk	14.83
24610 - Chore Aide	12.94
24620 - Family Readiness And Support Services Coordinator	18.07
24630 - Homemaker	18.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	25.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.24
27007 - Baggage Inspector	13.96
27008 - Corrections Officer	27.51
27010 - Court Security Officer	24.92
27030 - Detection Dog Handler	17.55
27040 - Detention Officer	27.51
27070 - Firefighter	24.73
27101 - Guard I	13.96
27102 - Guard II	17.55
27131 - Police Officer I	27.23
27132 - Police Officer II	30.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.15
28042 - Carnival Equipment Repairer	17.30
28043 - Carnival Worker	12.51
28210 - Gate Attendant/Gate Tender	15.70
28310 - Lifeguard	13.09
28350 - Park Attendant (Aide)	17.56
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	21.75
28630 - Sports Official	13.98
28690 - Swimming Pool Operator	19.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.84
29020 - Hatch Tender	27.84
29030 - Line Handler	27.84
29041 - Stevedore I	26.11
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 17.92
30022 - Archeological Technician II 20.04
30023 - Archeological Technician III 24.83
30030 - Cartographic Technician 24.83
30040 - Civil Engineering Technician 27.95
30051 - Cryogenic Technician I 28.14
30052 - Cryogenic Technician II 31.08
30061 - Drafter/CAD Operator I 17.92
30062 - Drafter/CAD Operator II 20.04
30063 - Drafter/CAD Operator III 22.35
30064 - Drafter/CAD Operator IV 27.50
30081 - Engineering Technician I 16.33
30082 - Engineering Technician II 18.33
30083 - Engineering Technician III 20.52
30084 - Engineering Technician IV 25.41
30085 - Engineering Technician V 31.08
30086 - Engineering Technician VI 37.61
30090 - Environmental Technician 24.83
30095 - Evidence Control Specialist 25.41
30210 - Laboratory Technician 22.35
30221 - Latent Fingerprint Technician I 28.14
30222 - Latent Fingerprint Technician II 31.08
30240 - Mathematical Technician 24.83
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 31.08
30390 - Photo-Optics Technician 24.83
30395 - Radiation Control Technician 31.08
30461 - Technical Writer I 21.71
30462 - Technical Writer II 26.57
30463 - Technical Writer III 32.14
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.14
30502 - Weather Forecaster II 34.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.35
30621 - Weather Observer Senior (see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.85
31030 - Bus Driver 18.55
31043 - Driver Courier 15.88
31260 - Parking and Lot Attendant 13.96
31290 - Shuttle Bus Driver 17.01

31310 - Taxi Driver	16.16
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	19.89
31364 - Truckdriver Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.14
99050 - Desk Clerk	13.32
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.05
99252 - Laboratory Animal Caretaker II	16.12
99260 - Marketing Analyst	23.46
99310 - Mortician	24.65
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.28
99711 - Recycling Specialist	24.99
99730 - Refuse Collector	19.36
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	16.36
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5576
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Oregon

Area: Oregon County of Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.32
01041 - Customer Service Representative I		12.79
01042 - Customer Service Representative II		14.38
01043 - Customer Service Representative III		15.69
01051 - Data Entry Operator I		12.37
01052 - Data Entry Operator II		13.50
01060 - Dispatcher Motor Vehicle		22.07
01070 - Document Preparation Clerk		13.79

01090 - Duplicating Machine Operator	13.79
01111 - General Clerk I	13.20
01112 - General Clerk II	14.40
01113 - General Clerk III	16.16
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	12.76
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.67
01263 - Personnel Assistant (Employment) III	19.70
01270 - Production Control Clerk	20.83
01290 - Rental Clerk	13.80
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	19.65
01410 - Supply Technician	27.93
01420 - Survey Worker	17.12
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.33
01611 - Word Processor I	13.79
01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.02
05040 - Automotive Glass Installer	17.96
05070 - Automotive Worker	17.96
05110 - Mobile Equipment Servicer	15.76
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.96
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.71
05250 - Motor Vehicle Upholstery Worker	16.85
05280 - Motor Vehicle Wrecker	17.96
05310 - Painter Automotive	19.02
05340 - Radiator Repair Specialist	17.96
05370 - Tire Repairer	16.10
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94
07041 - Cook I	14.61
07042 - Cook II	16.65
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.65
07210 - Meat Cutter	18.13

07260 - Waiter/Waitress	12.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.10
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.39
11240 - Maid or Houseman	12.99
11260 - Pruner	13.09
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.89
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	21.74
12025 - Dental Hygienist	44.17
12030 - EKG Technician	36.33
12035 - Electroneurodiagnostic Technologist	36.33
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	17.26
12130 - Medical Laboratory Technician	24.81
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.51
12195 - Medical Transcriptionist	19.33
12210 - Nuclear Medicine Technologist	52.69
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	17.15
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	20.47
12280 - Phlebotomist	18.11
12305 - Radiologic Technologist	34.97
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.91

12313 - Registered Nurse II Specialist		29.91
12314 - Registered Nurse III		45.27
12315 - Registered Nurse III Anesthetist		45.27
12316 - Registered Nurse IV		43.39
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.39

15070 - Flight Instructor (Pilot) 37.75
15080 - Graphic Artist 24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.75
15086 - Maintenance Test Pilot Rotary Wing 37.75
15088 - Non-Maintenance Test/Co-Pilot 37.75
15090 - Technical Instructor 20.39
15095 - Technical Instructor/Course Developer 26.12
15110 - Test Proctor 17.16
15120 - Tutor 17.16
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.26
19040 - Tool And Die Maker 30.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.80
21030 - Material Coordinator 20.83
21040 - Material Expediter 20.83
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 18.80
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 18.80
21410 - Warehouse Specialist 18.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.80
23019 - Aircraft Logs and Records Technician 23.74
23021 - Aircraft Mechanic I 28.30
23022 - Aircraft Mechanic II 29.80
23023 - Aircraft Mechanic III 31.31
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 26.50
23060 - Aircraft Servicer 23.74
23070 - Aircraft Survival Flight Equipment Technician 26.50
23080 - Aircraft Worker 25.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.31

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.30
23110 - Appliance Mechanic 25.26
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.27
23140 - Carpet Layer 23.85
23160 - Electrician Maintenance 35.29
23181 - Electronics Technician Maintenance I 26.03
23182 - Electronics Technician Maintenance II 27.53
23183 - Electronics Technician Maintenance III 29.05
23260 - Fabric Worker 23.74
23290 - Fire Alarm System Mechanic 28.30
23310 - Fire Extinguisher Repairer 22.22
23311 - Fuel Distribution System Mechanic 28.00
23312 - Fuel Distribution System Operator 22.18
23370 - General Maintenance Worker 16.48
23380 - Ground Support Equipment Mechanic 28.30
23381 - Ground Support Equipment Servicer 23.74
23382 - Ground Support Equipment Worker 25.31
23391 - Gunsmith I 22.22
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.03
23430 - Heavy Equipment Mechanic 24.25
23440 - Heavy Equipment Operator 25.50
23460 - Instrument Mechanic 28.30
23465 - Laboratory/Shelter Mechanic 26.81
23470 - Laborer 15.04
23510 - Locksmith 26.81
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 24.09
23580 - Maintenance Trades Helper 13.73
23591 - Metrology Technician I 28.30
23592 - Metrology Technician II 29.80
23593 - Metrology Technician III 31.31
23640 - Millwright 28.30
23710 - Office Appliance Repairer 26.49
23760 - Painter Maintenance 18.29
23790 - Pipefitter Maintenance 28.23
23810 - Plumber Maintenance 26.74
23820 - Pneudraulic Systems Mechanic 28.30
23850 - Rigger 28.30
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 28.30
23910 - Small Engine Mechanic 20.74
23931 - Telecommunications Mechanic I 28.90

23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 28.30
23960 - Welder Combination Maintenance 21.19
23965 - Well Driller 26.65
23970 - Woodcraft Worker 28.30
23980 - Woodworker 22.22
24000 - Personal Needs Occupations
24550 - Case Manager 18.07
24570 - Child Care Attendant 11.89
24580 - Child Care Center Clerk 14.83
24610 - Chore Aide 12.94
24620 - Family Readiness And Support Services Coordinator 18.07
24630 - Homemaker 18.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.00
25040 - Sewage Plant Operator 25.44
25070 - Stationary Engineer 28.00
25190 - Ventilation Equipment Tender 20.37
25210 - Water Treatment Plant Operator 25.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.24
27007 - Baggage Inspector 13.96
27008 - Corrections Officer 27.51
27010 - Court Security Officer 24.92
27030 - Detection Dog Handler 17.55
27040 - Detention Officer 27.51
27070 - Firefighter 24.73
27101 - Guard I 13.96
27102 - Guard II 17.55
27131 - Police Officer I 27.23
27132 - Police Officer II 30.25
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.15
28042 - Carnival Equipment Repairer 17.30
28043 - Carnival Worker 12.51
28210 - Gate Attendant/Gate Tender 15.70
28310 - Lifeguard 13.09
28350 - Park Attendant (Aide) 17.56
28510 - Recreation Aide/Health Facility Attendant 12.82
28515 - Recreation Specialist 21.75
28630 - Sports Official 13.98
28690 - Swimming Pool Operator 19.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.84
29020 - Hatch Tender 27.84
29030 - Line Handler 27.84
29041 - Stevedore I 26.11
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 17.92
30022 - Archeological Technician II 20.04
30023 - Archeological Technician III 24.83
30030 - Cartographic Technician 24.83
30040 - Civil Engineering Technician 27.95
30051 - Cryogenic Technician I 28.14
30052 - Cryogenic Technician II 31.08
30061 - Drafter/CAD Operator I 17.92
30062 - Drafter/CAD Operator II 20.04
30063 - Drafter/CAD Operator III 22.35
30064 - Drafter/CAD Operator IV 27.50
30081 - Engineering Technician I 16.33
30082 - Engineering Technician II 18.33
30083 - Engineering Technician III 20.52
30084 - Engineering Technician IV 25.41
30085 - Engineering Technician V 31.08
30086 - Engineering Technician VI 37.61
30090 - Environmental Technician 24.83
30095 - Evidence Control Specialist 25.41
30210 - Laboratory Technician 22.35
30221 - Latent Fingerprint Technician I 28.14
30222 - Latent Fingerprint Technician II 31.08
30240 - Mathematical Technician 24.83
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 31.08
30390 - Photo-Optics Technician 24.83
30395 - Radiation Control Technician 31.08
30461 - Technical Writer I 21.71
30462 - Technical Writer II 26.57
30463 - Technical Writer III 32.14
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.14
30502 - Weather Forecaster II 34.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.35
30621 - Weather Observer Senior (see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.85
31030 - Bus Driver 18.55

31043 - Driver Courier	15.88
31260 - Parking and Lot Attendant	13.96
31290 - Shuttle Bus Driver	17.01
31310 - Taxi Driver	16.16
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	19.89
31364 - Truckdriver Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.14
99050 - Desk Clerk	13.32
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.05
99252 - Laboratory Animal Caretaker II	16.12
99260 - Marketing Analyst	23.46
99310 - Mortician	24.65
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.28
99711 - Recycling Specialist	24.99
99730 - Refuse Collector	19.36
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	16.36
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5577
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: Oregon

Area: Oregon Counties of Clatsop Tillamook

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		27.93
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		12.79
01042 - Customer Service Representative II		14.38
01043 - Customer Service Representative III		15.69
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		22.40
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		13.20
01112 - General Clerk II		14.40

01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	14.12
01191 - Order Clerk I	13.02
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	21.35
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	27.93
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.41
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.33
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	16.10
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94
07041 - Cook I	14.61
07042 - Cook II	16.65
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.65
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	12.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.65

09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	20.39
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	20.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.10
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.39
11240 - Maid or Houseman	12.99
11260 - Pruner	13.09
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.89
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	21.74
12025 - Dental Hygienist	44.17
12030 - EKG Technician	36.33
12035 - Electroneurodiagnostic Technologist	36.33
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	17.26
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.51
12195 - Medical Transcriptionist	19.33
12210 - Nuclear Medicine Technologist	52.69
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	19.26
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	20.47
12280 - Phlebotomist	17.70
12305 - Radiologic Technologist	34.97
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99

12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.35
13042 - Illustrator II		22.74
13043 - Illustrator III		27.81
13047 - Librarian		26.14
13050 - Library Aide/Clerk		13.69
13054 - Library Information Technology Systems Administrator		23.60
13058 - Library Technician		16.64
13061 - Media Specialist I		17.04
13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.37
13072 - Photographer II		17.20
13073 - Photographer III		21.30
13074 - Photographer IV		26.05
13075 - Photographer V		31.52
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		16.61
14160 - Personal Computer Support Technician		23.01
14170 - System Support Specialist		30.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		24.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.12

15086 - Maintenance Test Pilot Rotary Wing 41.12
15088 - Non-Maintenance Test/Co-Pilot 41.12
15090 - Technical Instructor 21.35
15095 - Technical Instructor/Course Developer 26.12
15110 - Test Proctor 17.79
15120 - Tutor 17.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.89
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.80
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 18.80
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 18.80
21410 - Warehouse Specialist 18.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.80
23019 - Aircraft Logs and Records Technician 23.74
23021 - Aircraft Mechanic I 28.30
23022 - Aircraft Mechanic II 29.80
23023 - Aircraft Mechanic III 31.31
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 26.81
23060 - Aircraft Servicer 23.74
23070 - Aircraft Survival Flight Equipment Technician 26.81
23080 - Aircraft Worker 25.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.30
23110 - Appliance Mechanic 25.26

23120 - Bicycle Repairer 20.93
23125 - Cable Splicer 47.80
23130 - Carpenter Maintenance 20.28
23140 - Carpet Layer 25.31
23160 - Electrician Maintenance 35.29
23181 - Electronics Technician Maintenance I 25.31
23182 - Electronics Technician Maintenance II 26.87
23183 - Electronics Technician Maintenance III 28.38
23260 - Fabric Worker 23.74
23290 - Fire Alarm System Mechanic 28.30
23310 - Fire Extinguisher Repairer 22.22
23311 - Fuel Distribution System Mechanic 28.30
23312 - Fuel Distribution System Operator 22.22
23370 - General Maintenance Worker 19.18
23380 - Ground Support Equipment Mechanic 28.30
23381 - Ground Support Equipment Servicer 23.74
23382 - Ground Support Equipment Worker 25.31
23391 - Gunsmith I 22.22
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.03
23430 - Heavy Equipment Mechanic 24.02
23440 - Heavy Equipment Operator 25.50
23460 - Instrument Mechanic 28.30
23465 - Laboratory/Shelter Mechanic 26.81
23470 - Laborer 15.04
23510 - Locksmith 25.26
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 27.63
23580 - Maintenance Trades Helper 14.74
23591 - Metrology Technician I 28.30
23592 - Metrology Technician II 29.80
23593 - Metrology Technician III 31.31
23640 - Millwright 28.30
23710 - Office Appliance Repairer 26.81
23760 - Painter Maintenance 18.29
23790 - Pipefitter Maintenance 30.95
23810 - Plumber Maintenance 27.63
23820 - Pneudraulic Systems Mechanic 28.30
23850 - Rigger 28.30
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 28.30
23910 - Small Engine Mechanic 18.00
23931 - Telecommunications Mechanic I 28.57
23932 - Telecommunications Mechanic II 30.12
23950 - Telephone Lineman 28.30
23960 - Welder Combination Maintenance 23.19

23965 - Well Driller	28.30
23970 - Woodcraft Worker	28.30
23980 - Woodworker	20.93
24000 - Personal Needs Occupations	
24550 - Case Manager	18.07
24570 - Child Care Attendant	11.89
24580 - Child Care Center Clerk	14.83
24610 - Chore Aide	12.94
24620 - Family Readiness And Support Services Coordinator	18.07
24630 - Homemaker	18.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	24.45
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	21.02
25210 - Water Treatment Plant Operator	24.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.41
27007 - Baggage Inspector	14.75
27008 - Corrections Officer	27.67
27010 - Court Security Officer	25.47
27030 - Detection Dog Handler	17.63
27040 - Detention Officer	27.67
27070 - Firefighter	26.29
27101 - Guard I	14.75
27102 - Guard II	17.63
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.15
28042 - Carnival Equipment Repairer	17.30
28043 - Carnival Worker	12.51
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	13.27
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	21.75
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.84
29020 - Hatch Tender	27.84
29030 - Line Handler	27.84
29041 - Stevedore I	26.11
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		18.33
30022 - Archeological Technician II		20.52
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		27.95
30051 - Cryogenic Technician I		28.14
30052 - Cryogenic Technician II		31.08
30061 - Drafter/CAD Operator I		18.33
30062 - Drafter/CAD Operator II		20.52
30063 - Drafter/CAD Operator III		22.87
30064 - Drafter/CAD Operator IV		28.14
30081 - Engineering Technician I		16.33
30082 - Engineering Technician II		18.33
30083 - Engineering Technician III		20.52
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.76
30086 - Engineering Technician VI		37.61
30090 - Environmental Technician		24.40
30095 - Evidence Control Specialist		25.41
30210 - Laboratory Technician		21.10
30221 - Latent Fingerprint Technician I		28.14
30222 - Latent Fingerprint Technician II		31.08
30240 - Mathematical Technician		24.59
30361 - Paralegal/Legal Assistant I		18.86
30362 - Paralegal/Legal Assistant II		23.35
30363 - Paralegal/Legal Assistant III		28.58
30364 - Paralegal/Legal Assistant IV		34.57
30375 - Petroleum Supply Specialist		31.08
30390 - Photo-Optics Technician		25.41
30395 - Radiation Control Technician		31.08
30461 - Technical Writer I		24.08
30462 - Technical Writer II		30.48
30463 - Technical Writer III		35.64
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		28.14
30502 - Weather Forecaster II		34.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.87
30621 - Weather Observer Senior	(see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.88
31030 - Bus Driver		18.57
31043 - Driver Courier		16.24
31260 - Parking and Lot Attendant		13.96
31290 - Shuttle Bus Driver		17.40

31310 - Taxi Driver	14.85
31361 - Truckdriver Light	17.40
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	20.76
31364 - Truckdriver Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.14
99050 - Desk Clerk	13.32
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.05
99252 - Laboratory Animal Caretaker II	16.12
99260 - Marketing Analyst	23.46
99310 - Mortician	27.05
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	27.57
99831 - Surveying Aide	16.26
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5578
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Oregon

Area: Oregon Counties of Clatsop Tillamook

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		27.93
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		12.79
01042 - Customer Service Representative II		14.38
01043 - Customer Service Representative III		15.69
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		22.40
01070 - Document Preparation Clerk		13.79

01090 - Duplicating Machine Operator	13.79
01111 - General Clerk I	13.20
01112 - General Clerk II	14.40
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	14.12
01191 - Order Clerk I	13.02
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	21.35
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	27.93
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.41
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.33
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.95
05010 - Automotive Electrician	19.85
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	16.10
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94
07041 - Cook I	14.61
07042 - Cook II	16.65
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.65
07210 - Meat Cutter	18.13

07260 - Waiter/Waitress	12.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.65
09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	20.39
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	20.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.10
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.39
11240 - Maid or Houseman	12.99
11260 - Pruner	13.09
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.89
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	21.74
12025 - Dental Hygienist	44.17
12030 - EKG Technician	36.33
12035 - Electroneurodiagnostic Technologist	36.33
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	17.26
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.51
12195 - Medical Transcriptionist	19.33
12210 - Nuclear Medicine Technologist	52.69
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	19.26
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	20.47
12280 - Phlebotomist	17.70
12305 - Radiologic Technologist	34.97
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.35
13042 - Illustrator II		22.74
13043 - Illustrator III		27.81
13047 - Librarian		26.14
13050 - Library Aide/Clerk		13.69
13054 - Library Information Technology Systems Administrator		23.60
13058 - Library Technician		16.64
13061 - Media Specialist I		17.04
13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.37
13072 - Photographer II		17.20
13073 - Photographer III		21.30
13074 - Photographer IV		26.05
13075 - Photographer V		31.52
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		16.61
14160 - Personal Computer Support Technician		23.01
14170 - System Support Specialist		30.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.55
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.12
15050 - Computer Based Training Specialist / Instructor		28.55
15060 - Educational Technologist		31.63

15070 - Flight Instructor (Pilot) 41.12
15080 - Graphic Artist 24.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.12
15086 - Maintenance Test Pilot Rotary Wing 41.12
15088 - Non-Maintenance Test/Co-Pilot 41.12
15090 - Technical Instructor 21.35
15095 - Technical Instructor/Course Developer 26.12
15110 - Test Proctor 17.79
15120 - Tutor 17.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.89
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.80
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 18.80
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 18.80
21410 - Warehouse Specialist 18.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.80
23019 - Aircraft Logs and Records Technician 23.74
23021 - Aircraft Mechanic I 28.30
23022 - Aircraft Mechanic II 29.80
23023 - Aircraft Mechanic III 31.31
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 26.81
23060 - Aircraft Servicer 23.74
23070 - Aircraft Survival Flight Equipment Technician 26.81
23080 - Aircraft Worker 25.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.31

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.30
23110 - Appliance Mechanic 25.26
23120 - Bicycle Repairer 20.93
23125 - Cable Splicer 47.80
23130 - Carpenter Maintenance 20.28
23140 - Carpet Layer 25.31
23160 - Electrician Maintenance 35.29
23181 - Electronics Technician Maintenance I 25.31
23182 - Electronics Technician Maintenance II 26.87
23183 - Electronics Technician Maintenance III 28.38
23260 - Fabric Worker 23.74
23290 - Fire Alarm System Mechanic 28.30
23310 - Fire Extinguisher Repairer 22.22
23311 - Fuel Distribution System Mechanic 28.30
23312 - Fuel Distribution System Operator 22.22
23370 - General Maintenance Worker 19.18
23380 - Ground Support Equipment Mechanic 28.30
23381 - Ground Support Equipment Servicer 23.74
23382 - Ground Support Equipment Worker 25.31
23391 - Gunsmith I 22.22
23392 - Gunsmith II 25.31
23393 - Gunsmith III 28.30
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.03
23430 - Heavy Equipment Mechanic 24.02
23440 - Heavy Equipment Operator 25.50
23460 - Instrument Mechanic 28.30
23465 - Laboratory/Shelter Mechanic 26.81
23470 - Laborer 15.04
23510 - Locksmith 25.26
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 27.63
23580 - Maintenance Trades Helper 14.74
23591 - Metrology Technician I 28.30
23592 - Metrology Technician II 29.80
23593 - Metrology Technician III 31.31
23640 - Millwright 28.30
23710 - Office Appliance Repairer 26.81
23760 - Painter Maintenance 18.29
23790 - Pipefitter Maintenance 30.95
23810 - Plumber Maintenance 27.63
23820 - Pneudraulic Systems Mechanic 28.30
23850 - Rigger 28.30
23870 - Scale Mechanic 25.31
23890 - Sheet-Metal Worker Maintenance 28.30
23910 - Small Engine Mechanic 18.00
23931 - Telecommunications Mechanic I 28.57

23932 - Telecommunications Mechanic II 30.12
23950 - Telephone Lineman 28.30
23960 - Welder Combination Maintenance 23.19
23965 - Well Driller 28.30
23970 - Woodcraft Worker 28.30
23980 - Woodworker 20.93
24000 - Personal Needs Occupations
24550 - Case Manager 18.07
24570 - Child Care Attendant 11.89
24580 - Child Care Center Clerk 14.83
24610 - Chore Aide 12.94
24620 - Family Readiness And Support Services Coordinator 18.07
24630 - Homemaker 18.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.70
25040 - Sewage Plant Operator 24.45
25070 - Stationary Engineer 28.70
25190 - Ventilation Equipment Tender 21.02
25210 - Water Treatment Plant Operator 24.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.41
27007 - Baggage Inspector 14.75
27008 - Corrections Officer 27.67
27010 - Court Security Officer 25.47
27030 - Detection Dog Handler 17.63
27040 - Detention Officer 27.67
27070 - Firefighter 26.29
27101 - Guard I 14.75
27102 - Guard II 17.63
27131 - Police Officer I 27.63
27132 - Police Officer II 30.70
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.15
28042 - Carnival Equipment Repairer 17.30
28043 - Carnival Worker 12.51
28210 - Gate Attendant/Gate Tender 16.16
28310 - Lifeguard 13.27
28350 - Park Attendant (Aide) 18.07
28510 - Recreation Aide/Health Facility Attendant 12.93
28515 - Recreation Specialist 21.75
28630 - Sports Official 14.40
28690 - Swimming Pool Operator 19.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.84
29020 - Hatch Tender 27.84
29030 - Line Handler 27.84
29041 - Stevedore I 26.11
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 18.33
30022 - Archeological Technician II 20.52
30023 - Archeological Technician III 25.41
30030 - Cartographic Technician 25.41
30040 - Civil Engineering Technician 27.95
30051 - Cryogenic Technician I 28.14
30052 - Cryogenic Technician II 31.08
30061 - Drafter/CAD Operator I 18.33
30062 - Drafter/CAD Operator II 20.52
30063 - Drafter/CAD Operator III 22.87
30064 - Drafter/CAD Operator IV 28.14
30081 - Engineering Technician I 16.33
30082 - Engineering Technician II 18.33
30083 - Engineering Technician III 20.52
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.61
30090 - Environmental Technician 24.40
30095 - Evidence Control Specialist 25.41
30210 - Laboratory Technician 21.10
30221 - Latent Fingerprint Technician I 28.14
30222 - Latent Fingerprint Technician II 31.08
30240 - Mathematical Technician 24.59
30361 - Paralegal/Legal Assistant I 18.86
30362 - Paralegal/Legal Assistant II 23.35
30363 - Paralegal/Legal Assistant III 28.58
30364 - Paralegal/Legal Assistant IV 34.57
30375 - Petroleum Supply Specialist 31.08
30390 - Photo-Optics Technician 25.41
30395 - Radiation Control Technician 31.08
30461 - Technical Writer I 24.08
30462 - Technical Writer II 30.48
30463 - Technical Writer III 35.64
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 28.14
30502 - Weather Forecaster II 34.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.87
30621 - Weather Observer Senior (see 2) 25.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.88
31030 - Bus Driver 18.57

31043 - Driver Courier	16.24
31260 - Parking and Lot Attendant	13.96
31290 - Shuttle Bus Driver	17.40
31310 - Taxi Driver	14.85
31361 - Truckdriver Light	17.40
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	20.76
31364 - Truckdriver Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.14
99050 - Desk Clerk	13.32
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.05
99252 - Laboratory Animal Caretaker II	16.12
99260 - Marketing Analyst	23.46
99310 - Mortician	27.05
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	27.57
99831 - Surveying Aide	16.26
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5579
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: Oregon

Area: Oregon Counties of Coos Curry Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		26.86
01035 - Court Reporter		17.32
01041 - Customer Service Representative I		11.63
01042 - Customer Service Representative II		13.08
01043 - Customer Service Representative III		14.27
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.62
01060 - Dispatcher Motor Vehicle		22.66
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		13.20
01112 - General Clerk II		14.40

01113 - General Clerk III	16.16
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	12.76
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.67
01263 - Personnel Assistant (Employment) III	19.70
01270 - Production Control Clerk	22.26
01290 - Rental Clerk	13.80
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	20.25
01410 - Supply Technician	26.86
01420 - Survey Worker	16.70
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.86
01611 - Word Processor I	13.79
01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	18.39
05040 - Automotive Glass Installer	17.36
05070 - Automotive Worker	17.36
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	19.41
05160 - Motor Equipment Metal Worker	17.36
05190 - Motor Vehicle Mechanic	19.41
05220 - Motor Vehicle Mechanic Helper	14.22
05250 - Motor Vehicle Upholstery Worker	16.29
05280 - Motor Vehicle Wrecker	17.36
05310 - Painter Automotive	18.65
05340 - Radiator Repair Specialist	17.36
05370 - Tire Repairer	15.97
05400 - Transmission Repair Specialist	19.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94
07041 - Cook I	14.52
07042 - Cook II	16.55
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.65
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	12.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15

09040 - Furniture Handler	13.46
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	15.34
09110 - Furniture Repairer Minor	17.56
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.10
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.39
11240 - Maid or Houseman	12.99
11260 - Pruner	13.09
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.89
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	21.74
12025 - Dental Hygienist	40.11
12030 - EKG Technician	36.33
12035 - Electroneurodiagnostic Technologist	36.33
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	16.92
12130 - Medical Laboratory Technician	24.81
12160 - Medical Record Clerk	17.61
12190 - Medical Record Technician	19.71
12195 - Medical Transcriptionist	18.52
12210 - Nuclear Medicine Technologist	52.69
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	16.79
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	20.47
12280 - Phlebotomist	17.70
12305 - Radiologic Technologist	32.55
12311 - Registered Nurse I	24.29
12312 - Registered Nurse II	29.72
12313 - Registered Nurse II Specialist	29.72
12314 - Registered Nurse III	41.15
12315 - Registered Nurse III Anesthetist	41.15

12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		18.59
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.38
13075 - Photographer V		33.14
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		16.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		29.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		33.11
15070 - Flight Instructor (Pilot)		37.75
15080 - Graphic Artist		26.43
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.10

15086 - Maintenance Test Pilot Rotary Wing 37.10
15088 - Non-Maintenance Test/Co-Pilot 37.10
15090 - Technical Instructor 21.48
15095 - Technical Instructor/Course Developer 26.43
15110 - Test Proctor 17.34
15120 - Tutor 17.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.26
19040 - Tool And Die Maker 30.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.58
21030 - Material Coordinator 23.33
21040 - Material Expediter 23.33
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 21.58
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 21.58
21410 - Warehouse Specialist 21.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.07
23019 - Aircraft Logs and Records Technician 22.37
23021 - Aircraft Mechanic I 26.65
23022 - Aircraft Mechanic II 28.07
23023 - Aircraft Mechanic III 29.49
23040 - Aircraft Mechanic Helper 19.53
23050 - Aircraft Painter 25.26
23060 - Aircraft Servicer 22.37
23070 - Aircraft Survival Flight Equipment Technician 25.26
23080 - Aircraft Worker 23.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.65
23110 - Appliance Mechanic 25.26

23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.27
23140 - Carpet Layer 23.85
23160 - Electrician Maintenance 33.27
23181 - Electronics Technician Maintenance I 23.85
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.65
23260 - Fabric Worker 22.37
23290 - Fire Alarm System Mechanic 26.65
23310 - Fire Extinguisher Repairer 20.93
23311 - Fuel Distribution System Mechanic 26.65
23312 - Fuel Distribution System Operator 20.93
23370 - General Maintenance Worker 16.65
23380 - Ground Support Equipment Mechanic 26.65
23381 - Ground Support Equipment Servicer 22.37
23382 - Ground Support Equipment Worker 23.85
23391 - Gunsmith I 20.93
23392 - Gunsmith II 23.85
23393 - Gunsmith III 26.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.85
23430 - Heavy Equipment Mechanic 22.86
23440 - Heavy Equipment Operator 23.06
23460 - Instrument Mechanic 26.65
23465 - Laboratory/Shelter Mechanic 25.26
23470 - Laborer 15.04
23510 - Locksmith 25.26
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 20.93
23580 - Maintenance Trades Helper 13.16
23591 - Metrology Technician I 26.65
23592 - Metrology Technician II 28.07
23593 - Metrology Technician III 29.49
23640 - Millwright 26.65
23710 - Office Appliance Repairer 25.26
23760 - Painter Maintenance 18.12
23790 - Pipefitter Maintenance 27.76
23810 - Plumber Maintenance 25.86
23820 - Pneudraulic Systems Mechanic 26.65
23850 - Rigger 26.65
23870 - Scale Mechanic 23.85
23890 - Sheet-Metal Worker Maintenance 25.32
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 28.90
23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 26.65
23960 - Welder Combination Maintenance 21.19

23965 - Well Driller	26.65
23970 - Woodcraft Worker	26.65
23980 - Woodworker	20.93
24000 - Personal Needs Occupations	
24550 - Case Manager	18.07
24570 - Child Care Attendant	11.89
24580 - Child Care Center Clerk	14.83
24610 - Chore Aide	12.94
24620 - Family Readiness And Support Services Coordinator	18.07
24630 - Homemaker	18.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.76
25040 - Sewage Plant Operator	23.66
25070 - Stationary Engineer	26.76
25190 - Ventilation Equipment Tender	19.62
25210 - Water Treatment Plant Operator	23.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.41
27007 - Baggage Inspector	12.64
27008 - Corrections Officer	25.87
27010 - Court Security Officer	26.22
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	25.87
27070 - Firefighter	29.23
27101 - Guard I	12.64
27102 - Guard II	15.86
27131 - Police Officer I	27.16
27132 - Police Officer II	30.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.15
28042 - Carnival Equipment Repairer	17.30
28043 - Carnival Worker	12.51
28210 - Gate Attendant/Gate Tender	15.19
28310 - Lifeguard	13.27
28350 - Park Attendant (Aide)	17.00
28510 - Recreation Aide/Health Facility Attendant	12.40
28515 - Recreation Specialist	21.05
28630 - Sports Official	13.53
28690 - Swimming Pool Operator	19.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.50
29020 - Hatch Tender	24.50
29030 - Line Handler	24.50
29041 - Stevedore I	23.00
29042 - Stevedore II	25.92
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 17.45
30022 - Archeological Technician II 19.52
30023 - Archeological Technician III 24.18
30030 - Cartographic Technician 24.18
30040 - Civil Engineering Technician 28.40
30051 - Cryogenic Technician I 26.78
30052 - Cryogenic Technician II 29.58
30061 - Drafter/CAD Operator I 17.45
30062 - Drafter/CAD Operator II 19.52
30063 - Drafter/CAD Operator III 21.76
30064 - Drafter/CAD Operator IV 26.78
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 24.18
30210 - Laboratory Technician 21.76
30221 - Latent Fingerprint Technician I 26.78
30222 - Latent Fingerprint Technician II 29.58
30240 - Mathematical Technician 24.18
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.58
30390 - Photo-Optics Technician 24.18
30395 - Radiation Control Technician 29.58
30461 - Technical Writer I 22.31
30462 - Technical Writer II 27.30
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 26.78
30502 - Weather Forecaster II 32.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.76
30621 - Weather Observer Senior (see 2) 24.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.41
31030 - Bus Driver 17.82
31043 - Driver Courier 15.31
31260 - Parking and Lot Attendant 13.96
31290 - Shuttle Bus Driver 16.38

31310 - Taxi Driver	14.61
31361 - Truckdriver Light	16.38
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	19.89
31364 - Truckdriver Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.14
99050 - Desk Clerk	13.32
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.39
99252 - Laboratory Animal Caretaker II	15.41
99260 - Marketing Analyst	23.46
99310 - Mortician	24.65
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.28
99711 - Recycling Specialist	24.99
99730 - Refuse Collector	19.36
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	26.13
99831 - Surveying Aide	16.41
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer Helper	18.79

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

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.: 2015-5580
Revision No.: 12
Date Of Last Revision: 06/12/2020

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: Oregon

Area: Oregon Counties of Coos Curry Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		26.86
01035 - Court Reporter		17.32
01041 - Customer Service Representative I		11.63
01042 - Customer Service Representative II		13.08
01043 - Customer Service Representative III		14.27
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.62
01060 - Dispatcher Motor Vehicle		22.66
01070 - Document Preparation Clerk		13.79

01090 - Duplicating Machine Operator	13.79
01111 - General Clerk I	13.20
01112 - General Clerk II	14.40
01113 - General Clerk III	16.16
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	12.76
01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.14
01261 - Personnel Assistant (Employment) I	15.79
01262 - Personnel Assistant (Employment) II	17.67
01263 - Personnel Assistant (Employment) III	19.70
01270 - Production Control Clerk	22.26
01290 - Rental Clerk	13.80
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	20.25
01410 - Supply Technician	26.86
01420 - Survey Worker	16.70
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.86
01611 - Word Processor I	13.79
01612 - Word Processor II	15.48
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	18.39
05040 - Automotive Glass Installer	17.36
05070 - Automotive Worker	17.36
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal Mechanic	19.41
05160 - Motor Equipment Metal Worker	17.36
05190 - Motor Vehicle Mechanic	19.41
05220 - Motor Vehicle Mechanic Helper	14.22
05250 - Motor Vehicle Upholstery Worker	16.29
05280 - Motor Vehicle Wrecker	17.36
05310 - Painter Automotive	18.65
05340 - Radiator Repair Specialist	17.36
05370 - Tire Repairer	15.97
05400 - Transmission Repair Specialist	19.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94
07041 - Cook I	14.52
07042 - Cook II	16.55
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.65
07210 - Meat Cutter	18.13

07260 - Waiter/Waitress	12.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15
09040 - Furniture Handler	13.46
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	15.34
09110 - Furniture Repairer Minor	17.56
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.10
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.39
11240 - Maid or Houseman	12.99
11260 - Pruner	13.09
11270 - Tractor Operator	16.90
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.89
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	21.74
12025 - Dental Hygienist	40.11
12030 - EKG Technician	36.33
12035 - Electroneurodiagnostic Technologist	36.33
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	16.92
12130 - Medical Laboratory Technician	24.81
12160 - Medical Record Clerk	17.61
12190 - Medical Record Technician	19.71
12195 - Medical Transcriptionist	18.52
12210 - Nuclear Medicine Technologist	52.69
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	16.79
12236 - Optical Technician	21.43
12250 - Pharmacy Technician	20.47
12280 - Phlebotomist	17.70
12305 - Radiologic Technologist	32.55
12311 - Registered Nurse I	24.29
12312 - Registered Nurse II	29.72

12313 - Registered Nurse II Specialist		29.72
12314 - Registered Nurse III		41.15
12315 - Registered Nurse III Anesthetist		41.15
12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		29.70
12320 - Substance Abuse Treatment Counselor		26.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		18.59
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.38
13075 - Photographer V		33.14
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		16.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.85
14042 - Computer Operator II		17.17
14043 - Computer Operator III		19.10
14044 - Computer Operator IV		21.21
14045 - Computer Operator V		23.56
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		15.85
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		29.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		31.49
15030 - Air Crew Training Devices Instructor (Pilot)		37.75
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		33.11

15070 - Flight Instructor (Pilot) 37.75
15080 - Graphic Artist 26.43
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.10
15086 - Maintenance Test Pilot Rotary Wing 37.10
15088 - Non-Maintenance Test/Co-Pilot 37.10
15090 - Technical Instructor 21.48
15095 - Technical Instructor/Course Developer 26.43
15110 - Test Proctor 17.34
15120 - Tutor 17.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.26
19040 - Tool And Die Maker 30.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.58
21030 - Material Coordinator 23.33
21040 - Material Expediter 23.33
21050 - Material Handling Laborer 15.04
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 21.58
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 21.58
21410 - Warehouse Specialist 21.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.07
23019 - Aircraft Logs and Records Technician 22.37
23021 - Aircraft Mechanic I 26.65
23022 - Aircraft Mechanic II 28.07
23023 - Aircraft Mechanic III 29.49
23040 - Aircraft Mechanic Helper 19.53
23050 - Aircraft Painter 25.26
23060 - Aircraft Servicer 22.37
23070 - Aircraft Survival Flight Equipment Technician 25.26
23080 - Aircraft Worker 23.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.85

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.65
II
23110 - Appliance Mechanic 25.26
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.27
23140 - Carpet Layer 23.85
23160 - Electrician Maintenance 33.27
23181 - Electronics Technician Maintenance I 23.85
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.65
23260 - Fabric Worker 22.37
23290 - Fire Alarm System Mechanic 26.65
23310 - Fire Extinguisher Repairer 20.93
23311 - Fuel Distribution System Mechanic 26.65
23312 - Fuel Distribution System Operator 20.93
23370 - General Maintenance Worker 16.65
23380 - Ground Support Equipment Mechanic 26.65
23381 - Ground Support Equipment Servicer 22.37
23382 - Ground Support Equipment Worker 23.85
23391 - Gunsmith I 20.93
23392 - Gunsmith II 23.85
23393 - Gunsmith III 26.65
23410 - Heating Ventilation And Air-Conditioning 23.64
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.85
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 22.86
23440 - Heavy Equipment Operator 23.06
23460 - Instrument Mechanic 26.65
23465 - Laboratory/Shelter Mechanic 25.26
23470 - Laborer 15.04
23510 - Locksmith 25.26
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 20.93
23580 - Maintenance Trades Helper 13.16
23591 - Metrology Technician I 26.65
23592 - Metrology Technician II 28.07
23593 - Metrology Technician III 29.49
23640 - Millwright 26.65
23710 - Office Appliance Repairer 25.26
23760 - Painter Maintenance 18.12
23790 - Pipefitter Maintenance 27.76
23810 - Plumber Maintenance 25.86
23820 - Pneudraulic Systems Mechanic 26.65
23850 - Rigger 26.65
23870 - Scale Mechanic 23.85
23890 - Sheet-Metal Worker Maintenance 25.32
23910 - Small Engine Mechanic 21.64
23931 - Telecommunications Mechanic I 28.90

23932 - Telecommunications Mechanic II 30.38
23950 - Telephone Lineman 26.65
23960 - Welder Combination Maintenance 21.19
23965 - Well Driller 26.65
23970 - Woodcraft Worker 26.65
23980 - Woodworker 20.93
24000 - Personal Needs Occupations
24550 - Case Manager 18.07
24570 - Child Care Attendant 11.89
24580 - Child Care Center Clerk 14.83
24610 - Chore Aide 12.94
24620 - Family Readiness And Support Services Coordinator 18.07
24630 - Homemaker 18.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.76
25040 - Sewage Plant Operator 23.66
25070 - Stationary Engineer 26.76
25190 - Ventilation Equipment Tender 19.62
25210 - Water Treatment Plant Operator 23.66
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.41
27007 - Baggage Inspector 12.64
27008 - Corrections Officer 25.87
27010 - Court Security Officer 26.22
27030 - Detection Dog Handler 15.86
27040 - Detention Officer 25.87
27070 - Firefighter 29.23
27101 - Guard I 12.64
27102 - Guard II 15.86
27131 - Police Officer I 27.16
27132 - Police Officer II 30.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.15
28042 - Carnival Equipment Repairer 17.30
28043 - Carnival Worker 12.51
28210 - Gate Attendant/Gate Tender 15.19
28310 - Lifeguard 13.27
28350 - Park Attendant (Aide) 17.00
28510 - Recreation Aide/Health Facility Attendant 12.40
28515 - Recreation Specialist 21.05
28630 - Sports Official 13.53
28690 - Swimming Pool Operator 19.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.50
29020 - Hatch Tender 24.50
29030 - Line Handler 24.50
29041 - Stevedore I 23.00
29042 - Stevedore II 25.92
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 17.45
30022 - Archeological Technician II 19.52
30023 - Archeological Technician III 24.18
30030 - Cartographic Technician 24.18
30040 - Civil Engineering Technician 28.40
30051 - Cryogenic Technician I 26.78
30052 - Cryogenic Technician II 29.58
30061 - Drafter/CAD Operator I 17.45
30062 - Drafter/CAD Operator II 19.52
30063 - Drafter/CAD Operator III 21.76
30064 - Drafter/CAD Operator IV 26.78
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 24.18
30210 - Laboratory Technician 21.76
30221 - Latent Fingerprint Technician I 26.78
30222 - Latent Fingerprint Technician II 29.58
30240 - Mathematical Technician 24.18
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.58
30390 - Photo-Optics Technician 24.18
30395 - Radiation Control Technician 29.58
30461 - Technical Writer I 22.31
30462 - Technical Writer II 27.30
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 26.78
30502 - Weather Forecaster II 32.57
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.76
30621 - Weather Observer Senior (see 2) 24.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.41
31030 - Bus Driver 17.82

31043 - Driver Courier	15.31
31260 - Parking and Lot Attendant	13.96
31290 - Shuttle Bus Driver	16.38
31310 - Taxi Driver	14.61
31361 - Truckdriver Light	16.38
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	19.89
31364 - Truckdriver Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.14
99050 - Desk Clerk	13.32
99095 - Embalmer	24.65
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.39
99252 - Laboratory Animal Caretaker II	15.41
99260 - Marketing Analyst	23.46
99310 - Mortician	24.65
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	21.28
99711 - Recycling Specialist	24.99
99730 - Refuse Collector	19.36
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	26.13
99831 - Surveying Aide	16.41
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer Helper	18.79

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

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.: 2015-5581
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: Oregon

Area: Oregon Counties of Crook Jefferson Klamath Lake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		26.00
01035 - Court Reporter		17.33
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		12.65
01052 - Data Entry Operator II		13.80
01060 - Dispatcher Motor Vehicle		18.68
01070 - Document Preparation Clerk		13.80
01090 - Duplicating Machine Operator		13.80
01111 - General Clerk I		13.81
01112 - General Clerk II		15.07

01113 - General Clerk III	16.91
01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	15.44
01191 - Order Clerk I	15.61
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.83
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	14.38
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	16.70
01410 - Supply Technician	26.00
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	14.89
01531 - Travel Clerk I	14.27
01532 - Travel Clerk II	15.43
01533 - Travel Clerk III	16.59
01611 - Word Processor I	13.80
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.09
05040 - Automotive Glass Installer	17.78
05070 - Automotive Worker	18.19
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.19
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	15.10
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.18
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.11
07130 - Food Service Worker	13.55
07210 - Meat Cutter	17.48
07260 - Waiter/Waitress	11.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.66

09040 - Furniture Handler	12.97
09080 - Furniture Refinisher	19.66
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.38
09130 - Upholsterer	19.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.82
11060 - Elevator Operator	15.15
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.15
11150 - Janitor	15.15
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.29
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.54
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.75
12015 - Certified Physical Therapist Assistant	32.75
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	40.43
12030 - EKG Technician	36.50
12035 - Electroneurodiagnostic Technologist	36.50
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	17.77
12130 - Medical Laboratory Technician	25.74
12160 - Medical Record Clerk	20.85
12190 - Medical Record Technician	23.33
12195 - Medical Transcriptionist	17.98
12210 - Nuclear Medicine Technologist	52.45
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	17.96
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	33.61
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.18
12313 - Registered Nurse II Specialist	28.18
12314 - Registered Nurse III	37.41
12315 - Registered Nurse III Anesthetist	37.41

12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		29.56
12320 - Substance Abuse Treatment Counselor		21.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		17.58
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.37
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.07
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.33
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		32.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.92
15020 - Aircrew Training Devices Instructor (Rated)		38.10
15030 - Air Crew Training Devices Instructor (Pilot)		45.68
15050 - Computer Based Training Specialist / Instructor		31.92
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		45.68
15080 - Graphic Artist		26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.68

15086 - Maintenance Test Pilot Rotary Wing 45.68
15088 - Non-Maintenance Test/Co-Pilot 45.68
15090 - Technical Instructor 23.88
15095 - Technical Instructor/Course Developer 29.36
15110 - Test Proctor 19.28
15120 - Tutor 19.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.42
19040 - Tool And Die Maker 31.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.32
21030 - Material Coordinator 23.39
21040 - Material Expediter 23.39
21050 - Material Handling Laborer 13.77
21071 - Order Filler 14.14
21080 - Production Line Worker (Food Processing) 17.32
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 17.32
21410 - Warehouse Specialist 17.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.28
23019 - Aircraft Logs and Records Technician 23.88
23021 - Aircraft Mechanic I 28.76
23022 - Aircraft Mechanic II 30.28
23023 - Aircraft Mechanic III 31.90
23040 - Aircraft Mechanic Helper 20.63
23050 - Aircraft Painter 27.15
23060 - Aircraft Servicer 23.88
23070 - Aircraft Survival Flight Equipment Technician 27.15
23080 - Aircraft Worker 25.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.76
23110 - Appliance Mechanic 24.75

23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 23.37
23140 - Carpet Layer 23.91
23160 - Electrician Maintenance 33.93
23181 - Electronics Technician Maintenance I 29.51
23182 - Electronics Technician Maintenance II 31.37
23183 - Electronics Technician Maintenance III 33.23
23260 - Fabric Worker 22.36
23290 - Fire Alarm System Mechanic 26.93
23310 - Fire Extinguisher Repairer 20.82
23311 - Fuel Distribution System Mechanic 26.11
23312 - Fuel Distribution System Operator 20.32
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 28.76
23381 - Ground Support Equipment Servicer 23.88
23382 - Ground Support Equipment Worker 25.54
23391 - Gunsmith I 20.82
23392 - Gunsmith II 23.91
23393 - Gunsmith III 26.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.12
23430 - Heavy Equipment Mechanic 25.36
23440 - Heavy Equipment Operator 23.73
23460 - Instrument Mechanic 26.93
23465 - Laboratory/Shelter Mechanic 25.42
23470 - Laborer 13.77
23510 - Locksmith 25.42
23530 - Machinery Maintenance Mechanic 23.80
23550 - Machinist Maintenance 24.82
23580 - Maintenance Trades Helper 13.48
23591 - Metrology Technician I 26.93
23592 - Metrology Technician II 28.35
23593 - Metrology Technician III 29.87
23640 - Millwright 26.93
23710 - Office Appliance Repairer 25.42
23760 - Painter Maintenance 20.34
23790 - Pipefitter Maintenance 33.59
23810 - Plumber Maintenance 31.30
23820 - Pneudraulic Systems Mechanic 26.93
23850 - Rigger 26.93
23870 - Scale Mechanic 23.91
23890 - Sheet-Metal Worker Maintenance 26.93
23910 - Small Engine Mechanic 23.91
23931 - Telecommunications Mechanic I 26.27
23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 26.93
23960 - Welder Combination Maintenance 20.22

23965 - Well Driller	26.93
23970 - Woodcraft Worker	26.93
23980 - Woodworker	20.82
24000 - Personal Needs Occupations	
24550 - Case Manager	17.45
24570 - Child Care Attendant	12.05
24580 - Child Care Center Clerk	15.03
24610 - Chore Aide	13.24
24620 - Family Readiness And Support Services Coordinator	17.45
24630 - Homemaker	17.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.93
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	26.93
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	24.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.40
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	27.15
27010 - Court Security Officer	28.75
27030 - Detection Dog Handler	17.37
27040 - Detention Officer	27.15
27070 - Firefighter	27.20
27101 - Guard I	14.41
27102 - Guard II	17.37
27131 - Police Officer I	26.44
27132 - Police Officer II	29.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.72
28042 - Carnival Equipment Repairer	16.94
28043 - Carnival Worker	12.07
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	13.09
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.69
28515 - Recreation Specialist	25.12
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.91
29020 - Hatch Tender	23.91
29030 - Line Handler	23.91
29041 - Stevedore I	22.36
29042 - Stevedore II	25.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.61
30022 - Archeological Technician II		19.71
30023 - Archeological Technician III		24.41
30030 - Cartographic Technician		24.41
30040 - Civil Engineering Technician		24.39
30051 - Cryogenic Technician I		27.04
30052 - Cryogenic Technician II		29.87
30061 - Drafter/CAD Operator I		17.61
30062 - Drafter/CAD Operator II		19.71
30063 - Drafter/CAD Operator III		21.97
30064 - Drafter/CAD Operator IV		27.04
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		19.99
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.65
30090 - Environmental Technician		24.41
30095 - Evidence Control Specialist		24.41
30210 - Laboratory Technician		21.97
30221 - Latent Fingerprint Technician I		27.04
30222 - Latent Fingerprint Technician II		29.87
30240 - Mathematical Technician		24.41
30361 - Paralegal/Legal Assistant I		19.17
30362 - Paralegal/Legal Assistant II		23.75
30363 - Paralegal/Legal Assistant III		29.05
30364 - Paralegal/Legal Assistant IV		35.16
30375 - Petroleum Supply Specialist		29.87
30390 - Photo-Optics Technician		24.41
30395 - Radiation Control Technician		29.87
30461 - Technical Writer I		24.41
30462 - Technical Writer II		29.87
30463 - Technical Writer III		36.14
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.04
30502 - Weather Forecaster II		32.90
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.97
30621 - Weather Observer Senior	(see 2)	24.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.14
31030 - Bus Driver		16.12
31043 - Driver Courier		15.88
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		17.01

31310 - Taxi Driver	13.94
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	20.09
31364 - Truckdriver Tractor-Trailer	20.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.95
99050 - Desk Clerk	13.39
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.18
99252 - Laboratory Animal Caretaker II	17.34
99260 - Marketing Analyst	28.06
99310 - Mortician	25.35
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	23.18
99730 - Refuse Collector	19.03
99810 - Sales Clerk	13.79
99820 - School Crossing Guard	14.66
99830 - Survey Party Chief	25.78
99831 - Surveying Aide	16.20
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.65
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5582
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Oregon

Area: Oregon Counties of Crook Jefferson Klamath Lake

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		26.00
01035 - Court Reporter		17.33
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		12.65
01052 - Data Entry Operator II		13.80
01060 - Dispatcher Motor Vehicle		18.68
01070 - Document Preparation Clerk		13.80

01090 - Duplicating Machine Operator	13.80
01111 - General Clerk I	13.81
01112 - General Clerk II	15.07
01113 - General Clerk III	16.91
01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	15.44
01191 - Order Clerk I	15.61
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	17.83
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	14.38
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	16.70
01410 - Supply Technician	26.00
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	14.89
01531 - Travel Clerk I	14.27
01532 - Travel Clerk II	15.43
01533 - Travel Clerk III	16.59
01611 - Word Processor I	13.80
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.09
05040 - Automotive Glass Installer	17.78
05070 - Automotive Worker	18.19
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.19
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	15.10
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.18
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.11
07130 - Food Service Worker	13.55
07210 - Meat Cutter	17.48

07260 - Waiter/Waitress	11.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.66
09040 - Furniture Handler	12.97
09080 - Furniture Refinisher	19.66
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.38
09130 - Upholsterer	19.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.82
11060 - Elevator Operator	15.15
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.15
11150 - Janitor	15.15
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.29
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.54
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.75
12015 - Certified Physical Therapist Assistant	32.75
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	40.43
12030 - EKG Technician	36.50
12035 - Electroneurodiagnostic Technologist	36.50
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	17.77
12130 - Medical Laboratory Technician	25.74
12160 - Medical Record Clerk	20.85
12190 - Medical Record Technician	23.33
12195 - Medical Transcriptionist	17.98
12210 - Nuclear Medicine Technologist	52.45
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	17.96
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	33.61
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.18

12313 - Registered Nurse II Specialist		28.18
12314 - Registered Nurse III		37.41
12315 - Registered Nurse III Anesthetist		37.41
12316 - Registered Nurse IV		40.86
12317 - Scheduler (Drug and Alcohol Testing)		29.56
12320 - Substance Abuse Treatment Counselor		21.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		17.58
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.04
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.33
14042 - Computer Operator II		18.27
14043 - Computer Operator III		20.37
14044 - Computer Operator IV		22.63
14045 - Computer Operator V		25.07
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.33
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		32.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.92
15020 - Aircrew Training Devices Instructor (Rated)		38.10
15030 - Air Crew Training Devices Instructor (Pilot)		45.68
15050 - Computer Based Training Specialist / Instructor		31.92
15060 - Educational Technologist		32.39

15070 - Flight Instructor (Pilot) 45.68
15080 - Graphic Artist 26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.68
15086 - Maintenance Test Pilot Rotary Wing 45.68
15088 - Non-Maintenance Test/Co-Pilot 45.68
15090 - Technical Instructor 23.88
15095 - Technical Instructor/Course Developer 29.36
15110 - Test Proctor 19.28
15120 - Tutor 19.28
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.42
19040 - Tool And Die Maker 31.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.32
21030 - Material Coordinator 23.39
21040 - Material Expediter 23.39
21050 - Material Handling Laborer 13.77
21071 - Order Filler 14.14
21080 - Production Line Worker (Food Processing) 17.32
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 17.32
21410 - Warehouse Specialist 17.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.28
23019 - Aircraft Logs and Records Technician 23.88
23021 - Aircraft Mechanic I 28.76
23022 - Aircraft Mechanic II 30.28
23023 - Aircraft Mechanic III 31.90
23040 - Aircraft Mechanic Helper 20.63
23050 - Aircraft Painter 27.15
23060 - Aircraft Servicer 23.88
23070 - Aircraft Survival Flight Equipment Technician 27.15
23080 - Aircraft Worker 25.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.54

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.76
23110 - Appliance Mechanic 24.75
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 23.37
23140 - Carpet Layer 23.91
23160 - Electrician Maintenance 33.93
23181 - Electronics Technician Maintenance I 29.51
23182 - Electronics Technician Maintenance II 31.37
23183 - Electronics Technician Maintenance III 33.23
23260 - Fabric Worker 22.36
23290 - Fire Alarm System Mechanic 26.93
23310 - Fire Extinguisher Repairer 20.82
23311 - Fuel Distribution System Mechanic 26.11
23312 - Fuel Distribution System Operator 20.32
23370 - General Maintenance Worker 18.95
23380 - Ground Support Equipment Mechanic 28.76
23381 - Ground Support Equipment Servicer 23.88
23382 - Ground Support Equipment Worker 25.54
23391 - Gunsmith I 20.82
23392 - Gunsmith II 23.91
23393 - Gunsmith III 26.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.12
23430 - Heavy Equipment Mechanic 25.36
23440 - Heavy Equipment Operator 23.73
23460 - Instrument Mechanic 26.93
23465 - Laboratory/Shelter Mechanic 25.42
23470 - Laborer 13.77
23510 - Locksmith 25.42
23530 - Machinery Maintenance Mechanic 23.80
23550 - Machinist Maintenance 24.82
23580 - Maintenance Trades Helper 13.48
23591 - Metrology Technician I 26.93
23592 - Metrology Technician II 28.35
23593 - Metrology Technician III 29.87
23640 - Millwright 26.93
23710 - Office Appliance Repairer 25.42
23760 - Painter Maintenance 20.34
23790 - Pipefitter Maintenance 33.59
23810 - Plumber Maintenance 31.30
23820 - Pneudraulic Systems Mechanic 26.93
23850 - Rigger 26.93
23870 - Scale Mechanic 23.91
23890 - Sheet-Metal Worker Maintenance 26.93
23910 - Small Engine Mechanic 23.91
23931 - Telecommunications Mechanic I 26.27

23932 - Telecommunications Mechanic II 27.62
23950 - Telephone Lineman 26.93
23960 - Welder Combination Maintenance 20.22
23965 - Well Driller 26.93
23970 - Woodcraft Worker 26.93
23980 - Woodworker 20.82
24000 - Personal Needs Occupations
24550 - Case Manager 17.45
24570 - Child Care Attendant 12.05
24580 - Child Care Center Clerk 15.03
24610 - Chore Aide 13.24
24620 - Family Readiness And Support Services Coordinator 17.45
24630 - Homemaker 17.45
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.93
25040 - Sewage Plant Operator 24.55
25070 - Stationary Engineer 26.93
25190 - Ventilation Equipment Tender 19.32
25210 - Water Treatment Plant Operator 24.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.40
27007 - Baggage Inspector 14.41
27008 - Corrections Officer 27.15
27010 - Court Security Officer 28.75
27030 - Detection Dog Handler 17.37
27040 - Detention Officer 27.15
27070 - Firefighter 27.20
27101 - Guard I 14.41
27102 - Guard II 17.37
27131 - Police Officer I 26.44
27132 - Police Officer II 29.37
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.72
28042 - Carnival Equipment Repairer 16.94
28043 - Carnival Worker 12.07
28210 - Gate Attendant/Gate Tender 18.63
28310 - Lifeguard 13.09
28350 - Park Attendant (Aide) 20.85
28510 - Recreation Aide/Health Facility Attendant 15.69
28515 - Recreation Specialist 25.12
28630 - Sports Official 16.60
28690 - Swimming Pool Operator 19.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.91
29020 - Hatch Tender 23.91
29030 - Line Handler 23.91
29041 - Stevedore I 22.36
29042 - Stevedore II 25.42
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.61
30022 - Archeological Technician II 19.71
30023 - Archeological Technician III 24.41
30030 - Cartographic Technician 24.41
30040 - Civil Engineering Technician 24.39
30051 - Cryogenic Technician I 27.04
30052 - Cryogenic Technician II 29.87
30061 - Drafter/CAD Operator I 17.61
30062 - Drafter/CAD Operator II 19.71
30063 - Drafter/CAD Operator III 21.97
30064 - Drafter/CAD Operator IV 27.04
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.41
30095 - Evidence Control Specialist 24.41
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 27.04
30222 - Latent Fingerprint Technician II 29.87
30240 - Mathematical Technician 24.41
30361 - Paralegal/Legal Assistant I 19.17
30362 - Paralegal/Legal Assistant II 23.75
30363 - Paralegal/Legal Assistant III 29.05
30364 - Paralegal/Legal Assistant IV 35.16
30375 - Petroleum Supply Specialist 29.87
30390 - Photo-Optics Technician 24.41
30395 - Radiation Control Technician 29.87
30461 - Technical Writer I 24.41
30462 - Technical Writer II 29.87
30463 - Technical Writer III 36.14
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.04
30502 - Weather Forecaster II 32.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.97
30621 - Weather Observer Senior (see 2) 24.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.14
31030 - Bus Driver 16.12

31043 - Driver Courier	15.88
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	17.01
31310 - Taxi Driver	13.94
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	20.09
31364 - Truckdriver Tractor-Trailer	20.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.95
99050 - Desk Clerk	13.39
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.18
99252 - Laboratory Animal Caretaker II	17.34
99260 - Marketing Analyst	28.06
99310 - Mortician	25.35
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	23.18
99730 - Refuse Collector	19.03
99810 - Sales Clerk	13.79
99820 - School Crossing Guard	14.66
99830 - Survey Party Chief	25.78
99831 - Surveying Aide	16.20
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.65
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5583
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: Oregon

Area: Oregon Counties of Hood River Sherman Wasco

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		26.00
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.80
01090 - Duplicating Machine Operator		13.80
01111 - General Clerk I		13.81
01112 - General Clerk II		15.07

01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	16.62
01191 - Order Clerk I	15.61
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	26.00
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.89
01531 - Travel Clerk I	14.27
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	16.59
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.46
05010 - Automotive Electrician	19.93
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.03
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	21.03
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.18
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.11
07130 - Food Service Worker	13.55
07210 - Meat Cutter	17.48
07260 - Waiter/Waitress	11.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.66

09040 - Furniture Handler	12.97
09080 - Furniture Refinisher	19.66
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.38
09130 - Upholsterer	19.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.82
11060 - Elevator Operator	15.15
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.15
11150 - Janitor	15.15
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.29
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.54
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.75
12015 - Certified Physical Therapist Assistant	32.75
12020 - Dental Assistant	19.49
12025 - Dental Hygienist	40.43
12030 - EKG Technician	36.50
12035 - Electroneurodiagnostic Technologist	36.50
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	17.77
12130 - Medical Laboratory Technician	25.74
12160 - Medical Record Clerk	20.85
12190 - Medical Record Technician	23.33
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	52.45
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	19.26
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	33.61
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99

12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.56
12320 - Substance Abuse Treatment Counselor		21.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.35
13042 - Illustrator II		22.74
13043 - Illustrator III		27.81
13047 - Librarian		26.14
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		23.60
13058 - Library Technician		17.58
13061 - Media Specialist I		17.04
13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.13
13072 - Photographer II		16.92
13073 - Photographer III		20.96
13074 - Photographer IV		25.64
13075 - Photographer V		31.02
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.01
14170 - System Support Specialist		32.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.92
15020 - Aircrew Training Devices Instructor (Rated)		38.61
15030 - Air Crew Training Devices Instructor (Pilot)		46.28
15050 - Computer Based Training Specialist / Instructor		31.92
15060 - Educational Technologist		31.92
15070 - Flight Instructor (Pilot)		46.28
15080 - Graphic Artist		26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.28

15086 - Maintenance Test Pilot Rotary Wing 46.28
15088 - Non-Maintenance Test/Co-Pilot 46.28
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.42
19040 - Tool And Die Maker 31.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.32
21030 - Material Coordinator 23.39
21040 - Material Expediter 23.39
21050 - Material Handling Laborer 13.77
21071 - Order Filler 14.37
21080 - Production Line Worker (Food Processing) 17.32
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 17.32
21410 - Warehouse Specialist 17.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.28
23019 - Aircraft Logs and Records Technician 23.88
23021 - Aircraft Mechanic I 28.76
23022 - Aircraft Mechanic II 30.28
23023 - Aircraft Mechanic III 31.90
23040 - Aircraft Mechanic Helper 20.63
23050 - Aircraft Painter 27.15
23060 - Aircraft Servicer 23.88
23070 - Aircraft Survival Flight Equipment Technician 27.15
23080 - Aircraft Worker 25.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.76
23110 - Appliance Mechanic 25.42

23120 - Bicycle Repairer	20.20
23125 - Cable Splicer	46.74
23130 - Carpenter Maintenance	22.31
23140 - Carpet Layer	23.91
23160 - Electrician Maintenance	33.93
23181 - Electronics Technician Maintenance I	29.51
23182 - Electronics Technician Maintenance II	31.37
23183 - Electronics Technician Maintenance III	33.23
23260 - Fabric Worker	22.36
23290 - Fire Alarm System Mechanic	26.93
23310 - Fire Extinguisher Repairer	20.82
23311 - Fuel Distribution System Mechanic	26.11
23312 - Fuel Distribution System Operator	20.44
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	28.76
23381 - Ground Support Equipment Servicer	23.88
23382 - Ground Support Equipment Worker	25.54
23391 - Gunsmith I	20.82
23392 - Gunsmith II	23.91
23393 - Gunsmith III	26.93
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.12
23430 - Heavy Equipment Mechanic	25.36
23440 - Heavy Equipment Operator	23.73
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	25.42
23470 - Laborer	13.77
23510 - Locksmith	25.42
23530 - Machinery Maintenance Mechanic	23.80
23550 - Machinist Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	28.28
23710 - Office Appliance Repairer	25.42
23760 - Painter Maintenance	20.48
23790 - Pipefitter Maintenance	34.04
23810 - Plumber Maintenance	32.24
23820 - Pneudraulic Systems Mechanic	26.93
23850 - Rigger	26.93
23870 - Scale Mechanic	23.91
23890 - Sheet-Metal Worker Maintenance	26.93
23910 - Small Engine Mechanic	23.91
23931 - Telecommunications Mechanic I	26.13
23932 - Telecommunications Mechanic II	27.51
23950 - Telephone Lineman	26.93
23960 - Welder Combination Maintenance	23.19

23965 - Well Driller	26.93
23970 - Woodcraft Worker	26.93
23980 - Woodworker	20.82
24000 - Personal Needs Occupations	
24550 - Case Manager	17.45
24570 - Child Care Attendant	12.05
24580 - Child Care Center Clerk	15.03
24610 - Chore Aide	13.24
24620 - Family Readiness And Support Services Coordinator	17.45
24630 - Homemaker	17.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.93
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	26.93
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant Operator	24.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.40
27007 - Baggage Inspector	14.75
27008 - Corrections Officer	27.15
27010 - Court Security Officer	28.75
27030 - Detection Dog Handler	17.37
27040 - Detention Officer	27.15
27070 - Firefighter	29.74
27101 - Guard I	14.75
27102 - Guard II	17.37
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.72
28042 - Carnival Equipment Repairer	16.94
28043 - Carnival Worker	12.07
28210 - Gate Attendant/Gate Tender	19.21
28310 - Lifeguard	13.92
28350 - Park Attendant (Aide)	21.49
28510 - Recreation Aide/Health Facility Attendant	15.69
28515 - Recreation Specialist	25.66
28630 - Sports Official	17.11
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.91
29020 - Hatch Tender	23.91
29030 - Line Handler	23.91
29041 - Stevedore I	22.36
29042 - Stevedore II	25.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 17.61
30022 - Archeological Technician II 19.71
30023 - Archeological Technician III 24.41
30030 - Cartographic Technician 24.41
30040 - Civil Engineering Technician 25.26
30051 - Cryogenic Technician I 27.04
30052 - Cryogenic Technician II 29.87
30061 - Drafter/CAD Operator I 17.61
30062 - Drafter/CAD Operator II 19.71
30063 - Drafter/CAD Operator III 21.97
30064 - Drafter/CAD Operator IV 27.04
30081 - Engineering Technician I 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 24.41
30095 - Evidence Control Specialist 24.41
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 27.04
30222 - Latent Fingerprint Technician II 29.87
30240 - Mathematical Technician 24.41
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 22.18
30363 - Paralegal/Legal Assistant III 27.13
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 29.87
30390 - Photo-Optics Technician 24.41
30395 - Radiation Control Technician 29.87
30461 - Technical Writer I 24.41
30462 - Technical Writer II 29.87
30463 - Technical Writer III 36.14
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.04
30502 - Weather Forecaster II 32.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.97
30621 - Weather Observer Senior (see 2) 24.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.68
31030 - Bus Driver 17.89
31043 - Driver Courier 15.97
31260 - Parking and Lot Attendant 12.52
31290 - Shuttle Bus Driver 17.21

31310 - Taxi Driver	13.38
31361 - Truckdriver Light	17.21
31362 - Truckdriver Medium	19.13
31363 - Truckdriver Heavy	20.76
31364 - Truckdriver Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.12
99050 - Desk Clerk	13.39
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.18
99252 - Laboratory Animal Caretaker II	17.34
99260 - Marketing Analyst	28.06
99310 - Mortician	27.05
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	23.46
99711 - Recycling Specialist	27.50
99730 - Refuse Collector	21.37
99810 - Sales Clerk	13.79
99820 - School Crossing Guard	14.66
99830 - Survey Party Chief	27.30
99831 - Surveying Aide	16.10
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.65
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5584
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Oregon

Area: Oregon Counties of Hood River Sherman Wasco

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		26.00
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		19.88
01070 - Document Preparation Clerk		13.80

01090 - Duplicating Machine Operator	13.80
01111 - General Clerk I	13.81
01112 - General Clerk II	15.07
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	16.62
01191 - Order Clerk I	15.61
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	15.94
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.55
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	26.00
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.89
01531 - Travel Clerk I	14.27
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	16.59
01611 - Word Processor I	14.12
01612 - Word Processor II	15.86
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.46
05010 - Automotive Electrician	19.93
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.03
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	21.03
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.18
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.11
07130 - Food Service Worker	13.55
07210 - Meat Cutter	17.48

07260 - Waiter/Waitress	11.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.66
09040 - Furniture Handler	12.97
09080 - Furniture Refinisher	19.66
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.38
09130 - Upholsterer	19.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.82
11060 - Elevator Operator	15.15
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.15
11150 - Janitor	15.15
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.29
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.54
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	23.87
12012 - Certified Occupational Therapist Assistant	32.75
12015 - Certified Physical Therapist Assistant	32.75
12020 - Dental Assistant	19.49
12025 - Dental Hygienist	40.43
12030 - EKG Technician	36.50
12035 - Electroneurodiagnostic Technologist	36.50
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	21.33
12072 - Licensed Practical Nurse II	23.87
12073 - Licensed Practical Nurse III	26.61
12100 - Medical Assistant	17.77
12130 - Medical Laboratory Technician	25.74
12160 - Medical Record Clerk	20.85
12190 - Medical Record Technician	23.33
12195 - Medical Transcriptionist	18.16
12210 - Nuclear Medicine Technologist	52.45
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	19.26
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	33.61
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		29.56
12320 - Substance Abuse Treatment Counselor		21.84
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		28.66
13041 - Illustrator I		18.35
13042 - Illustrator II		22.74
13043 - Illustrator III		27.81
13047 - Librarian		26.14
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems Administrator		23.60
13058 - Library Technician		17.58
13061 - Media Specialist I		17.04
13062 - Media Specialist II		19.06
13063 - Media Specialist III		21.24
13071 - Photographer I		15.13
13072 - Photographer II		16.92
13073 - Photographer III		20.96
13074 - Photographer IV		25.64
13075 - Photographer V		31.02
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		17.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.01
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.01
14170 - System Support Specialist		32.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.92
15020 - Aircrew Training Devices Instructor (Rated)		38.61
15030 - Air Crew Training Devices Instructor (Pilot)		46.28
15050 - Computer Based Training Specialist / Instructor		31.92
15060 - Educational Technologist		31.92

15070 - Flight Instructor (Pilot) 46.28
15080 - Graphic Artist 26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.28
15086 - Maintenance Test Pilot Rotary Wing 46.28
15088 - Non-Maintenance Test/Co-Pilot 46.28
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.20
15110 - Test Proctor 21.53
15120 - Tutor 21.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.42
19040 - Tool And Die Maker 31.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.32
21030 - Material Coordinator 23.39
21040 - Material Expediter 23.39
21050 - Material Handling Laborer 13.77
21071 - Order Filler 14.37
21080 - Production Line Worker (Food Processing) 17.32
21110 - Shipping Packer 17.67
21130 - Shipping/Receiving Clerk 17.67
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 17.32
21410 - Warehouse Specialist 17.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.28
23019 - Aircraft Logs and Records Technician 23.88
23021 - Aircraft Mechanic I 28.76
23022 - Aircraft Mechanic II 30.28
23023 - Aircraft Mechanic III 31.90
23040 - Aircraft Mechanic Helper 20.63
23050 - Aircraft Painter 27.15
23060 - Aircraft Servicer 23.88
23070 - Aircraft Survival Flight Equipment Technician 27.15
23080 - Aircraft Worker 25.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.54

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.76
23110 - Appliance Mechanic 25.42
23120 - Bicycle Repairer 20.20
23125 - Cable Splicer 46.74
23130 - Carpenter Maintenance 22.31
23140 - Carpet Layer 23.91
23160 - Electrician Maintenance 33.93
23181 - Electronics Technician Maintenance I 29.51
23182 - Electronics Technician Maintenance II 31.37
23183 - Electronics Technician Maintenance III 33.23
23260 - Fabric Worker 22.36
23290 - Fire Alarm System Mechanic 26.93
23310 - Fire Extinguisher Repairer 20.82
23311 - Fuel Distribution System Mechanic 26.11
23312 - Fuel Distribution System Operator 20.44
23370 - General Maintenance Worker 19.18
23380 - Ground Support Equipment Mechanic 28.76
23381 - Ground Support Equipment Servicer 23.88
23382 - Ground Support Equipment Worker 25.54
23391 - Gunsmith I 20.82
23392 - Gunsmith II 23.91
23393 - Gunsmith III 26.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.12
23430 - Heavy Equipment Mechanic 25.36
23440 - Heavy Equipment Operator 23.73
23460 - Instrument Mechanic 27.58
23465 - Laboratory/Shelter Mechanic 25.42
23470 - Laborer 13.77
23510 - Locksmith 25.42
23530 - Machinery Maintenance Mechanic 23.80
23550 - Machinist Maintenance 25.12
23580 - Maintenance Trades Helper 14.74
23591 - Metrology Technician I 27.58
23592 - Metrology Technician II 29.06
23593 - Metrology Technician III 30.56
23640 - Millwright 28.28
23710 - Office Appliance Repairer 25.42
23760 - Painter Maintenance 20.48
23790 - Pipefitter Maintenance 34.04
23810 - Plumber Maintenance 32.24
23820 - Pneudraulic Systems Mechanic 26.93
23850 - Rigger 26.93
23870 - Scale Mechanic 23.91
23890 - Sheet-Metal Worker Maintenance 26.93
23910 - Small Engine Mechanic 23.91
23931 - Telecommunications Mechanic I 26.13

23932 - Telecommunications Mechanic II 27.51
23950 - Telephone Lineman 26.93
23960 - Welder Combination Maintenance 23.19
23965 - Well Driller 26.93
23970 - Woodcraft Worker 26.93
23980 - Woodworker 20.82
24000 - Personal Needs Occupations
24550 - Case Manager 17.45
24570 - Child Care Attendant 12.05
24580 - Child Care Center Clerk 15.03
24610 - Chore Aide 13.24
24620 - Family Readiness And Support Services Coordinator 17.45
24630 - Homemaker 17.45
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.93
25040 - Sewage Plant Operator 24.55
25070 - Stationary Engineer 26.93
25190 - Ventilation Equipment Tender 19.32
25210 - Water Treatment Plant Operator 24.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.40
27007 - Baggage Inspector 14.75
27008 - Corrections Officer 27.15
27010 - Court Security Officer 28.75
27030 - Detection Dog Handler 17.37
27040 - Detention Officer 27.15
27070 - Firefighter 29.74
27101 - Guard I 14.75
27102 - Guard II 17.37
27131 - Police Officer I 27.63
27132 - Police Officer II 30.70
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.72
28042 - Carnival Equipment Repairer 16.94
28043 - Carnival Worker 12.07
28210 - Gate Attendant/Gate Tender 19.21
28310 - Lifeguard 13.92
28350 - Park Attendant (Aide) 21.49
28510 - Recreation Aide/Health Facility Attendant 15.69
28515 - Recreation Specialist 25.66
28630 - Sports Official 17.11
28690 - Swimming Pool Operator 19.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.91
29020 - Hatch Tender 23.91
29030 - Line Handler 23.91
29041 - Stevedore I 22.36
29042 - Stevedore II 25.42
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.61
30022 - Archeological Technician II 19.71
30023 - Archeological Technician III 24.41
30030 - Cartographic Technician 24.41
30040 - Civil Engineering Technician 25.26
30051 - Cryogenic Technician I 27.04
30052 - Cryogenic Technician II 29.87
30061 - Drafter/CAD Operator I 17.61
30062 - Drafter/CAD Operator II 19.71
30063 - Drafter/CAD Operator III 21.97
30064 - Drafter/CAD Operator IV 27.04
30081 - Engineering Technician I 16.14
30082 - Engineering Technician II 18.13
30083 - Engineering Technician III 20.29
30084 - Engineering Technician IV 25.76
30085 - Engineering Technician V 31.76
30086 - Engineering Technician VI 37.19
30090 - Environmental Technician 24.41
30095 - Evidence Control Specialist 24.41
30210 - Laboratory Technician 21.97
30221 - Latent Fingerprint Technician I 27.04
30222 - Latent Fingerprint Technician II 29.87
30240 - Mathematical Technician 24.41
30361 - Paralegal/Legal Assistant I 17.68
30362 - Paralegal/Legal Assistant II 22.18
30363 - Paralegal/Legal Assistant III 27.13
30364 - Paralegal/Legal Assistant IV 32.84
30375 - Petroleum Supply Specialist 29.87
30390 - Photo-Optics Technician 24.41
30395 - Radiation Control Technician 29.87
30461 - Technical Writer I 24.41
30462 - Technical Writer II 29.87
30463 - Technical Writer III 36.14
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.04
30502 - Weather Forecaster II 32.90
30620 - Weather Observer Combined Upper Air Or (see 2) 21.97
Surface Programs
30621 - Weather Observer Senior (see 2) 24.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.68
31030 - Bus Driver 17.89

31043 - Driver Courier	15.97
31260 - Parking and Lot Attendant	12.52
31290 - Shuttle Bus Driver	17.21
31310 - Taxi Driver	13.38
31361 - Truckdriver Light	17.21
31362 - Truckdriver Medium	19.13
31363 - Truckdriver Heavy	20.76
31364 - Truckdriver Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.12
99050 - Desk Clerk	13.39
99095 - Embalmer	27.05
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.18
99252 - Laboratory Animal Caretaker II	17.34
99260 - Marketing Analyst	28.06
99310 - Mortician	27.05
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	23.46
99711 - Recycling Specialist	27.50
99730 - Refuse Collector	21.37
99810 - Sales Clerk	13.79
99820 - School Crossing Guard	14.66
99830 - Survey Party Chief	27.30
99831 - Surveying Aide	16.10
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.65
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5587
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: Oregon

Area: Oregon County of Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.24
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.36
01041 - Customer Service Representative I		12.98
01042 - Customer Service Representative II		14.59
01043 - Customer Service Representative III		15.92
01051 - Data Entry Operator I		14.13
01052 - Data Entry Operator II		15.41
01060 - Dispatcher Motor Vehicle		26.47
01070 - Document Preparation Clerk		15.41
01090 - Duplicating Machine Operator		15.41
01111 - General Clerk I		13.93
01112 - General Clerk II		15.20

01113 - General Clerk III	17.06
01120 - Housing Referral Assistant	21.57
01141 - Messenger Courier	12.76
01191 - Order Clerk I	15.27
01192 - Order Clerk II	16.65
01261 - Personnel Assistant (Employment) I	17.80
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.19
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.36
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	23.67
01410 - Supply Technician	25.73
01420 - Survey Worker	17.01
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.40
01612 - Word Processor II	17.30
01613 - Word Processor III	19.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.03
05040 - Automotive Glass Installer	17.98
05070 - Automotive Worker	17.98
05110 - Mobile Equipment Servicer	15.86
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.98
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.81
05250 - Motor Vehicle Upholstery Worker	16.89
05280 - Motor Vehicle Wrecker	17.98
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	17.98
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.62
07041 - Cook I	15.07
07042 - Cook II	17.10
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.00
07210 - Meat Cutter	17.23
07260 - Waiter/Waitress	11.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.86

09040 - Furniture Handler	14.10
09080 - Furniture Refinisher	18.86
09090 - Furniture Refinisher Helper	14.83
09110 - Furniture Repairer Minor	16.74
09130 - Upholsterer	18.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.20
11060 - Elevator Operator	14.70
11090 - Gardener	18.55
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.14
11260 - Pruner	13.64
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.00
12000 - Health Occupations	
12010 - Ambulance Driver	20.00
12011 - Breath Alcohol Technician	24.35
12012 - Certified Occupational Therapist Assistant	33.67
12015 - Certified Physical Therapist Assistant	33.67
12020 - Dental Assistant	22.65
12025 - Dental Hygienist	42.58
12030 - EKG Technician	37.20
12035 - Electroneurodiagnostic Technologist	37.20
12040 - Emergency Medical Technician	20.00
12071 - Licensed Practical Nurse I	21.94
12072 - Licensed Practical Nurse II	24.99
12073 - Licensed Practical Nurse III	27.36
12100 - Medical Assistant	17.56
12130 - Medical Laboratory Technician	21.94
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	30.61
12195 - Medical Transcriptionist	21.94
12210 - Nuclear Medicine Technologist	53.94
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.56
12223 - Nursing Assistant III	15.89
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	23.51
12236 - Optical Technician	21.94
12250 - Pharmacy Technician	21.46
12280 - Phlebotomist	19.83
12305 - Radiologic Technologist	39.36
12311 - Registered Nurse I	25.32
12312 - Registered Nurse II	30.97
12313 - Registered Nurse II Specialist	30.97
12314 - Registered Nurse III	37.47
12315 - Registered Nurse III Anesthetist	37.47

12316 - Registered Nurse IV		44.91
12317 - Scheduler (Drug and Alcohol Testing)		30.41
12320 - Substance Abuse Treatment Counselor		27.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		15.83
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.05
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		17.97
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.44
14160 - Personal Computer Support Technician		27.67
14170 - System Support Specialist		23.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.47
15020 - Aircrew Training Devices Instructor (Rated)		35.66
15030 - Air Crew Training Devices Instructor (Pilot)		38.10
15050 - Computer Based Training Specialist / Instructor		29.47
15060 - Educational Technologist		39.19
15070 - Flight Instructor (Pilot)		38.10
15080 - Graphic Artist		24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.74

15086 - Maintenance Test Pilot Rotary Wing 42.74
15088 - Non-Maintenance Test/Co-Pilot 42.74
15090 - Technical Instructor 18.54
15095 - Technical Instructor/Course Developer 24.26
15110 - Test Proctor 15.60
15120 - Tutor 15.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.07
19040 - Tool And Die Maker 33.09
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.04
21030 - Material Coordinator 24.49
21040 - Material Expediter 24.49
21050 - Material Handling Laborer 17.05
21071 - Order Filler 14.29
21080 - Production Line Worker (Food Processing) 17.04
21110 - Shipping Packer 19.04
21130 - Shipping/Receiving Clerk 19.04
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 17.04
21410 - Warehouse Specialist 17.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.10
23019 - Aircraft Logs and Records Technician 24.08
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 30.10
23023 - Aircraft Mechanic III 31.61
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 27.13
23060 - Aircraft Servicer 24.08
23070 - Aircraft Survival Flight Equipment Technician 27.13
23080 - Aircraft Worker 25.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 27.07

23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.43
23140 - Carpet Layer 25.64
23160 - Electrician Maintenance 35.66
23181 - Electronics Technician Maintenance I 32.27
23182 - Electronics Technician Maintenance II 34.15
23183 - Electronics Technician Maintenance III 36.03
23260 - Fabric Worker 24.08
23290 - Fire Alarm System Mechanic 31.49
23310 - Fire Extinguisher Repairer 22.61
23311 - Fuel Distribution System Mechanic 28.63
23312 - Fuel Distribution System Operator 22.61
23370 - General Maintenance Worker 18.85
23380 - Ground Support Equipment Mechanic 28.63
23381 - Ground Support Equipment Servicer 24.08
23382 - Ground Support Equipment Worker 25.64
23391 - Gunsmith I 22.61
23392 - Gunsmith II 25.64
23393 - Gunsmith III 28.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.32
23430 - Heavy Equipment Mechanic 25.15
23440 - Heavy Equipment Operator 26.13
23460 - Instrument Mechanic 28.63
23465 - Laboratory/Shelter Mechanic 27.13
23470 - Laborer 17.05
23510 - Locksmith 27.13
23530 - Machinery Maintenance Mechanic 31.24
23550 - Machinist Maintenance 26.16
23580 - Maintenance Trades Helper 14.78
23591 - Metrology Technician I 28.63
23592 - Metrology Technician II 30.10
23593 - Metrology Technician III 31.61
23640 - Millwright 25.91
23710 - Office Appliance Repairer 27.13
23760 - Painter Maintenance 18.47
23790 - Pipefitter Maintenance 39.10
23810 - Plumber Maintenance 37.05
23820 - Pneudraulic Systems Mechanic 28.63
23850 - Rigger 28.63
23870 - Scale Mechanic 25.64
23890 - Sheet-Metal Worker Maintenance 24.97
23910 - Small Engine Mechanic 25.64
23931 - Telecommunications Mechanic I 28.63
23932 - Telecommunications Mechanic II 30.10
23950 - Telephone Lineman 28.63
23960 - Welder Combination Maintenance 20.60

23965 - Well Driller	28.63
23970 - Woodcraft Worker	28.63
23980 - Woodworker	22.61
24000 - Personal Needs Occupations	
24550 - Case Manager	20.37
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	14.25
24620 - Family Readiness And Support Services Coordinator	20.37
24630 - Homemaker	20.37
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.56
25040 - Sewage Plant Operator	26.20
25070 - Stationary Engineer	28.56
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	26.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.26
27007 - Baggage Inspector	16.67
27008 - Corrections Officer	32.54
27010 - Court Security Officer	32.54
27030 - Detection Dog Handler	19.11
27040 - Detention Officer	32.54
27070 - Firefighter	32.54
27101 - Guard I	16.67
27102 - Guard II	19.11
27131 - Police Officer I	29.77
27132 - Police Officer II	33.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.30
28042 - Carnival Equipment Repairer	16.40
28043 - Carnival Worker	12.06
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.02
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	21.08
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.20
29020 - Hatch Tender	28.20
29030 - Line Handler	28.20
29041 - Stevedore I	26.49
29042 - Stevedore II	29.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.32

30021 - Archeological Technician I 17.70
30022 - Archeological Technician II 19.80
30023 - Archeological Technician III 24.53
30030 - Cartographic Technician 24.53
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 25.89
30052 - Cryogenic Technician II 28.60
30061 - Drafter/CAD Operator I 17.70
30062 - Drafter/CAD Operator II 19.80
30063 - Drafter/CAD Operator III 22.07
30064 - Drafter/CAD Operator IV 27.16
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.53
30095 - Evidence Control Specialist 23.39
30210 - Laboratory Technician 22.07
30221 - Latent Fingerprint Technician I 25.89
30222 - Latent Fingerprint Technician II 28.60
30240 - Mathematical Technician 24.53
30361 - Paralegal/Legal Assistant I 20.46
30362 - Paralegal/Legal Assistant II 25.35
30363 - Paralegal/Legal Assistant III 31.00
30364 - Paralegal/Legal Assistant IV 37.51
30375 - Petroleum Supply Specialist 28.60
30390 - Photo-Optics Technician 24.53
30395 - Radiation Control Technician 28.60
30461 - Technical Writer I 23.39
30462 - Technical Writer II 28.60
30463 - Technical Writer III 34.61
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 25.89
30502 - Weather Forecaster II 31.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.07
30621 - Weather Observer Senior (see 2) 24.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 14.03
31030 - Bus Driver 18.62
31043 - Driver Courier 14.49
31260 - Parking and Lot Attendant 15.28
31290 - Shuttle Bus Driver 15.51

31310 - Taxi Driver	15.33
31361 - Truckdriver Light	15.51
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.17
99050 - Desk Clerk	12.10
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	13.85
99252 - Laboratory Animal Caretaker II	14.84
99260 - Marketing Analyst	23.64
99310 - Mortician	27.05
99410 - Pest Controller	22.44
99510 - Photofinishing Worker	14.22
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	21.21
99730 - Refuse Collector	17.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.65

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.: 2015-5588
Revision No.: 12
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon County of Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.24
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.36
01041 - Customer Service Representative I		12.98
01042 - Customer Service Representative II		14.59
01043 - Customer Service Representative III		15.92
01051 - Data Entry Operator I		14.13
01052 - Data Entry Operator II		15.41
01060 - Dispatcher Motor Vehicle		26.47
01070 - Document Preparation Clerk		15.41

01090 - Duplicating Machine Operator	15.41
01111 - General Clerk I	13.93
01112 - General Clerk II	15.20
01113 - General Clerk III	17.06
01120 - Housing Referral Assistant	21.57
01141 - Messenger Courier	12.76
01191 - Order Clerk I	15.27
01192 - Order Clerk II	16.65
01261 - Personnel Assistant (Employment) I	17.80
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.19
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.36
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	23.67
01410 - Supply Technician	25.73
01420 - Survey Worker	17.01
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.40
01612 - Word Processor II	17.30
01613 - Word Processor III	19.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.03
05040 - Automotive Glass Installer	17.98
05070 - Automotive Worker	17.98
05110 - Mobile Equipment Servicer	15.86
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.98
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.81
05250 - Motor Vehicle Upholstery Worker	16.89
05280 - Motor Vehicle Wrecker	17.98
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	17.98
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.62
07041 - Cook I	15.07
07042 - Cook II	17.10
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.00
07210 - Meat Cutter	17.23

07260 - Waiter/Waitress	11.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.86
09040 - Furniture Handler	14.10
09080 - Furniture Refinisher	18.86
09090 - Furniture Refinisher Helper	14.83
09110 - Furniture Repairer Minor	16.74
09130 - Upholsterer	18.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.20
11060 - Elevator Operator	14.70
11090 - Gardener	18.55
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.14
11260 - Pruner	13.64
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.00
12000 - Health Occupations	
12010 - Ambulance Driver	20.00
12011 - Breath Alcohol Technician	24.35
12012 - Certified Occupational Therapist Assistant	33.67
12015 - Certified Physical Therapist Assistant	33.67
12020 - Dental Assistant	22.65
12025 - Dental Hygienist	42.58
12030 - EKG Technician	37.20
12035 - Electroneurodiagnostic Technologist	37.20
12040 - Emergency Medical Technician	20.00
12071 - Licensed Practical Nurse I	21.94
12072 - Licensed Practical Nurse II	24.99
12073 - Licensed Practical Nurse III	27.36
12100 - Medical Assistant	17.56
12130 - Medical Laboratory Technician	21.94
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	30.61
12195 - Medical Transcriptionist	21.94
12210 - Nuclear Medicine Technologist	53.94
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.56
12223 - Nursing Assistant III	15.89
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	23.51
12236 - Optical Technician	21.94
12250 - Pharmacy Technician	21.46
12280 - Phlebotomist	19.83
12305 - Radiologic Technologist	39.36
12311 - Registered Nurse I	25.32
12312 - Registered Nurse II	30.97

12313 - Registered Nurse II Specialist		30.97
12314 - Registered Nurse III		37.47
12315 - Registered Nurse III Anesthetist		37.47
12316 - Registered Nurse IV		44.91
12317 - Scheduler (Drug and Alcohol Testing)		30.41
12320 - Substance Abuse Treatment Counselor		27.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.45
13012 - Exhibits Specialist II		24.11
13013 - Exhibits Specialist III		29.49
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		26.69
13050 - Library Aide/Clerk		15.83
13054 - Library Information Technology Systems Administrator		24.11
13058 - Library Technician		16.92
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.70
13071 - Photographer I		16.33
13072 - Photographer II		18.27
13073 - Photographer III		22.63
13074 - Photographer IV		27.05
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		17.97
13110 - Video Teleconference Technician		15.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.44
14160 - Personal Computer Support Technician		27.67
14170 - System Support Specialist		23.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.47
15020 - Aircrew Training Devices Instructor (Rated)		35.66
15030 - Air Crew Training Devices Instructor (Pilot)		38.10
15050 - Computer Based Training Specialist / Instructor		29.47
15060 - Educational Technologist		39.19

15070 - Flight Instructor (Pilot) 38.10
15080 - Graphic Artist 24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.74
15086 - Maintenance Test Pilot Rotary Wing 42.74
15088 - Non-Maintenance Test/Co-Pilot 42.74
15090 - Technical Instructor 18.54
15095 - Technical Instructor/Course Developer 24.26
15110 - Test Proctor 15.60
15120 - Tutor 15.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.07
19040 - Tool And Die Maker 33.09
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.04
21030 - Material Coordinator 24.49
21040 - Material Expediter 24.49
21050 - Material Handling Laborer 17.05
21071 - Order Filler 14.29
21080 - Production Line Worker (Food Processing) 17.04
21110 - Shipping Packer 19.04
21130 - Shipping/Receiving Clerk 19.04
21140 - Store Worker I 14.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 17.04
21410 - Warehouse Specialist 17.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.10
23019 - Aircraft Logs and Records Technician 24.08
23021 - Aircraft Mechanic I 28.63
23022 - Aircraft Mechanic II 30.10
23023 - Aircraft Mechanic III 31.61
23040 - Aircraft Mechanic Helper 21.12
23050 - Aircraft Painter 27.13
23060 - Aircraft Servicer 24.08
23070 - Aircraft Survival Flight Equipment Technician 27.13
23080 - Aircraft Worker 25.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.64

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.63
23110 - Appliance Mechanic 27.07
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 37.27
23130 - Carpenter Maintenance 22.43
23140 - Carpet Layer 25.64
23160 - Electrician Maintenance 35.66
23181 - Electronics Technician Maintenance I 32.27
23182 - Electronics Technician Maintenance II 34.15
23183 - Electronics Technician Maintenance III 36.03
23260 - Fabric Worker 24.08
23290 - Fire Alarm System Mechanic 31.49
23310 - Fire Extinguisher Repairer 22.61
23311 - Fuel Distribution System Mechanic 28.63
23312 - Fuel Distribution System Operator 22.61
23370 - General Maintenance Worker 18.85
23380 - Ground Support Equipment Mechanic 28.63
23381 - Ground Support Equipment Servicer 24.08
23382 - Ground Support Equipment Worker 25.64
23391 - Gunsmith I 22.61
23392 - Gunsmith II 25.64
23393 - Gunsmith III 28.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.32
23430 - Heavy Equipment Mechanic 25.15
23440 - Heavy Equipment Operator 26.13
23460 - Instrument Mechanic 28.63
23465 - Laboratory/Shelter Mechanic 27.13
23470 - Laborer 17.05
23510 - Locksmith 27.13
23530 - Machinery Maintenance Mechanic 31.24
23550 - Machinist Maintenance 26.16
23580 - Maintenance Trades Helper 14.78
23591 - Metrology Technician I 28.63
23592 - Metrology Technician II 30.10
23593 - Metrology Technician III 31.61
23640 - Millwright 25.91
23710 - Office Appliance Repairer 27.13
23760 - Painter Maintenance 18.47
23790 - Pipefitter Maintenance 39.10
23810 - Plumber Maintenance 37.05
23820 - Pneudraulic Systems Mechanic 28.63
23850 - Rigger 28.63
23870 - Scale Mechanic 25.64
23890 - Sheet-Metal Worker Maintenance 24.97
23910 - Small Engine Mechanic 25.64
23931 - Telecommunications Mechanic I 28.63

23932 - Telecommunications Mechanic II 30.10
23950 - Telephone Lineman 28.63
23960 - Welder Combination Maintenance 20.60
23965 - Well Driller 28.63
23970 - Woodcraft Worker 28.63
23980 - Woodworker 22.61
24000 - Personal Needs Occupations
24550 - Case Manager 20.37
24570 - Child Care Attendant 11.59
24580 - Child Care Center Clerk 14.45
24610 - Chore Aide 14.25
24620 - Family Readiness And Support Services Coordinator 20.37
24630 - Homemaker 20.37
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.56
25040 - Sewage Plant Operator 26.20
25070 - Stationary Engineer 28.56
25190 - Ventilation Equipment Tender 20.72
25210 - Water Treatment Plant Operator 26.20
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.26
27007 - Baggage Inspector 16.67
27008 - Corrections Officer 32.54
27010 - Court Security Officer 32.54
27030 - Detection Dog Handler 19.11
27040 - Detention Officer 32.54
27070 - Firefighter 32.54
27101 - Guard I 16.67
27102 - Guard II 19.11
27131 - Police Officer I 29.77
27132 - Police Officer II 33.09
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.30
28042 - Carnival Equipment Repairer 16.40
28043 - Carnival Worker 12.06
28210 - Gate Attendant/Gate Tender 15.21
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 17.02
28510 - Recreation Aide/Health Facility Attendant 12.42
28515 - Recreation Specialist 21.08
28630 - Sports Official 13.55
28690 - Swimming Pool Operator 18.73
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.20
29020 - Hatch Tender 28.20
29030 - Line Handler 28.20
29041 - Stevedore I 26.49
29042 - Stevedore II 29.84
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.32
30021 - Archeological Technician I 17.70
30022 - Archeological Technician II 19.80
30023 - Archeological Technician III 24.53
30030 - Cartographic Technician 24.53
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 25.89
30052 - Cryogenic Technician II 28.60
30061 - Drafter/CAD Operator I 17.70
30062 - Drafter/CAD Operator II 19.80
30063 - Drafter/CAD Operator III 22.07
30064 - Drafter/CAD Operator IV 27.16
30081 - Engineering Technician I 15.92
30082 - Engineering Technician II 17.87
30083 - Engineering Technician III 19.99
30084 - Engineering Technician IV 24.76
30085 - Engineering Technician V 30.29
30086 - Engineering Technician VI 36.65
30090 - Environmental Technician 24.53
30095 - Evidence Control Specialist 23.39
30210 - Laboratory Technician 22.07
30221 - Latent Fingerprint Technician I 25.89
30222 - Latent Fingerprint Technician II 28.60
30240 - Mathematical Technician 24.53
30361 - Paralegal/Legal Assistant I 20.46
30362 - Paralegal/Legal Assistant II 25.35
30363 - Paralegal/Legal Assistant III 31.00
30364 - Paralegal/Legal Assistant IV 37.51
30375 - Petroleum Supply Specialist 28.60
30390 - Photo-Optics Technician 24.53
30395 - Radiation Control Technician 28.60
30461 - Technical Writer I 23.39
30462 - Technical Writer II 28.60
30463 - Technical Writer III 34.61
30491 - Unexploded Ordnance (UXO) Technician I 27.05
30492 - Unexploded Ordnance (UXO) Technician II 32.73
30493 - Unexploded Ordnance (UXO) Technician III 39.23
30494 - Unexploded (UXO) Safety Escort 27.05
30495 - Unexploded (UXO) Sweep Personnel 27.05
30501 - Weather Forecaster I 25.89
30502 - Weather Forecaster II 31.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.07
30621 - Weather Observer Senior (see 2) 24.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.73
31020 - Bus Aide 14.03
31030 - Bus Driver 18.62

31043 - Driver Courier	14.49
31260 - Parking and Lot Attendant	15.28
31290 - Shuttle Bus Driver	15.51
31310 - Taxi Driver	15.33
31361 - Truckdriver Light	15.51
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.17
99050 - Desk Clerk	12.10
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	13.85
99252 - Laboratory Animal Caretaker II	14.84
99260 - Marketing Analyst	23.64
99310 - Mortician	27.05
99410 - Pest Controller	22.44
99510 - Photofinishing Worker	14.22
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	21.21
99730 - Refuse Collector	17.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.65

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

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.: 2015-5589
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: Oregon

Area: Oregon Counties of Baker Grant Harney Malheur Morrow Umatilla Union Wallowa

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		16.81
01013 - Accounting Clerk III		18.81
01020 - Administrative Assistant		22.68
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		12.16
01042 - Customer Service Representative II		13.67
01043 - Customer Service Representative III		14.92
01051 - Data Entry Operator I		16.07
01052 - Data Entry Operator II		17.53
01060 - Dispatcher Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.42
01090 - Duplicating Machine Operator		14.42
01111 - General Clerk I		13.26

01112 - General Clerk II	14.46
01113 - General Clerk III	16.23
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	15.00
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	13.59
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.34
05010 - Automotive Electrician	20.70
05040 - Automotive Glass Installer	19.60
05070 - Automotive Worker	19.60
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	21.78
05160 - Motor Equipment Metal Worker	19.60
05190 - Motor Vehicle Mechanic	21.78
05220 - Motor Vehicle Mechanic Helper	16.30
05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.60
05310 - Painter Automotive	20.70
05340 - Radiator Repair Specialist	19.60
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	21.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.82
07070 - Dishwasher	11.91
07130 - Food Service Worker	12.47
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.10
11060 - Elevator Operator	15.10
11090 - Gardener	19.42
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	14.92
11240 - Maid or Houseman	12.22
11260 - Pruner	13.64
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	14.92
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	24.09
12012 - Certified Occupational Therapist Assistant	33.05
12015 - Certified Physical Therapist Assistant	29.37
12020 - Dental Assistant	19.82
12025 - Dental Hygienist	43.92
12030 - EKG Technician	36.51
12035 - Electroneurodiagnostic Technologist	36.51
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	21.53
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.86
12100 - Medical Assistant	16.47
12130 - Medical Laboratory Technician	23.14
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	22.19
12195 - Medical Transcriptionist	21.53
12210 - Nuclear Medicine Technologist	52.94
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	17.33
12236 - Optical Technician	21.53
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	35.91
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68

12315 - Registered Nurse III Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		29.84
12320 - Substance Abuse Treatment Counselor		21.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.38
13012 - Exhibits Specialist II		25.26
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		20.38
13042 - Illustrator II		25.26
13043 - Illustrator III		30.90
13047 - Librarian		27.96
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13090 - Technical Order Library Clerk		16.60
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
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		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		31.46

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.39
15086 - Maintenance Test Pilot Rotary Wing 44.39
15088 - Non-Maintenance Test/Co-Pilot 44.39
15090 - Technical Instructor 28.36
15095 - Technical Instructor/Course Developer 32.54
15110 - Test Proctor 21.49
15120 - Tutor 21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.87
19040 - Tool And Die Maker 31.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.73
21030 - Material Coordinator 26.54
21040 - Material Expediter 26.54
21050 - Material Handling Laborer 15.69
21071 - Order Filler 14.81
21080 - Production Line Worker (Food Processing) 17.73
21110 - Shipping Packer 18.06
21130 - Shipping/Receiving Clerk 18.06
21140 - Store Worker I 14.13
21150 - Stock Clerk 18.40
21210 - Tools And Parts Attendant 17.73
21410 - Warehouse Specialist 17.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.94
23019 - Aircraft Logs and Records Technician 22.67
23021 - Aircraft Mechanic I 27.45
23022 - Aircraft Mechanic II 28.94
23023 - Aircraft Mechanic III 30.53
23040 - Aircraft Mechanic Helper 19.48
23050 - Aircraft Painter 25.87
23060 - Aircraft Servicer 22.67
23070 - Aircraft Survival Flight Equipment Technician 25.87
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.45

23110 - Appliance Mechanic	25.87
23120 - Bicycle Repairer	21.07
23125 - Cable Splicer	45.13
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	24.28
23160 - Electrician Maintenance	32.94
23181 - Electronics Technician Maintenance I	29.83
23182 - Electronics Technician Maintenance II	31.80
23183 - Electronics Technician Maintenance III	33.74
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	21.07
23311 - Fuel Distribution System Mechanic	27.45
23312 - Fuel Distribution System Operator	21.07
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	27.45
23381 - Ground Support Equipment Servicer	22.67
23382 - Ground Support Equipment Worker	24.28
23391 - Gunsmith I	21.07
23392 - Gunsmith II	24.28
23393 - Gunsmith III	27.45
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.26
23430 - Heavy Equipment Mechanic	27.56
23440 - Heavy Equipment Operator	23.83
23460 - Instrument Mechanic	27.45
23465 - Laboratory/Shelter Mechanic	25.87
23470 - Laborer	15.69
23510 - Locksmith	25.87
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	24.12
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	27.45
23592 - Metrology Technician II	28.94
23593 - Metrology Technician III	30.53
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.87
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	27.45
23850 - Rigger	27.45
23870 - Scale Mechanic	24.28
23890 - Sheet-Metal Worker Maintenance	27.79
23910 - Small Engine Mechanic	23.21
23931 - Telecommunications Mechanic I	30.53
23932 - Telecommunications Mechanic II	32.18
23950 - Telephone Lineman	27.45

23960 - Welder Combination Maintenance 21.15
23965 - Well Driller 27.45
23970 - Woodcraft Worker 27.45
23980 - Woodworker 21.07
24000 - Personal Needs Occupations
24550 - Case Manager 17.07
24570 - Child Care Attendant 13.06
24580 - Child Care Center Clerk 16.28
24610 - Chore Aide 12.35
24620 - Family Readiness And Support Services Coordinator 17.07
24630 - Homemaker 17.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 23.87
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 20.58
25210 - Water Treatment Plant Operator 23.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.29
27007 - Baggage Inspector 17.55
27008 - Corrections Officer 30.09
27010 - Court Security Officer 26.65
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 30.09
27070 - Firefighter 25.75
27101 - Guard I 17.55
27102 - Guard II 22.01
27131 - Police Officer I 29.11
27132 - Police Officer II 32.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.25
28042 - Carnival Equipment Repairer 19.74
28043 - Carnival Worker 13.87
28210 - Gate Attendant/Gate Tender 15.70
28310 - Lifeguard 13.09
28350 - Park Attendant (Aide) 17.56
28510 - Recreation Aide/Health Facility Attendant 12.81
28515 - Recreation Specialist 21.75
28630 - Sports Official 13.98
28690 - Swimming Pool Operator 24.39
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.81
29020 - Hatch Tender 27.81
29030 - Line Handler 27.81
29041 - Stevedore I 25.82
29042 - Stevedore II 29.78
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.14
30022 - Archeological Technician II 18.43
30023 - Archeological Technician III 24.07
30030 - Cartographic Technician 25.48
30040 - Civil Engineering Technician 31.59
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 16.14
30062 - Drafter/CAD Operator II 18.43
30063 - Drafter/CAD Operator III 20.55
30064 - Drafter/CAD Operator IV 24.77
30081 - Engineering Technician I 16.35
30082 - Engineering Technician II 18.35
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.43
30085 - Engineering Technician V 31.11
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 22.34
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 23.90
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 22.36
30361 - Paralegal/Legal Assistant I 18.27
30362 - Paralegal/Legal Assistant II 22.63
30363 - Paralegal/Legal Assistant III 27.68
30364 - Paralegal/Legal Assistant IV 33.49
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 22.36
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.20
30462 - Technical Writer II 27.15
30463 - Technical Writer III 32.85
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 21.24
30502 - Weather Forecaster II 25.84
30620 - Weather Observer Combined Upper Air Or (see 2) 20.55
Surface Programs
30621 - Weather Observer Senior (see 2) 20.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.63
31030 - Bus Driver 18.98
31043 - Driver Courier 15.63
31260 - Parking and Lot Attendant 12.50

31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	15.82
31361 - Truckdriver Light	16.90
31362 - Truckdriver Medium	18.18
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.79
99050 - Desk Clerk	11.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.50
99252 - Laboratory Animal Caretaker II	14.60
99260 - Marketing Analyst	24.80
99310 - Mortician	25.35
99410 - Pest Controller	23.37
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.54
99711 - Recycling Specialist	27.12
99730 - Refuse Collector	20.18
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	16.02
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	20.08
99841 - Vending Machine Repairer	25.03
99842 - Vending Machine Repairer Helper	20.08

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 5 years 4 weeks after 10 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.: 2015-5590
Revision No.: 14
Date Of Last Revision: 07/02/2020

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: Oregon

Area: Oregon Counties of Baker Grant Harney Malheur Morrow Umatilla Union Wallowa

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		16.81
01013 - Accounting Clerk III		18.81
01020 - Administrative Assistant		22.68
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		12.16
01042 - Customer Service Representative II		13.67
01043 - Customer Service Representative III		14.92
01051 - Data Entry Operator I		16.07
01052 - Data Entry Operator II		17.53
01060 - Dispatcher Motor Vehicle		18.77

01070 - Document Preparation Clerk	14.42
01090 - Duplicating Machine Operator	14.42
01111 - General Clerk I	13.26
01112 - General Clerk II	14.46
01113 - General Clerk III	16.23
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	15.00
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	22.80
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	13.59
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.34
05010 - Automotive Electrician	20.70
05040 - Automotive Glass Installer	19.60
05070 - Automotive Worker	19.60
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	21.78
05160 - Motor Equipment Metal Worker	19.60
05190 - Motor Vehicle Mechanic	21.78
05220 - Motor Vehicle Mechanic Helper	16.30
05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.60
05310 - Painter Automotive	20.70
05340 - Radiator Repair Specialist	19.60
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	21.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.82
07070 - Dishwasher	11.91
07130 - Food Service Worker	12.47

07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.10
11060 - Elevator Operator	15.10
11090 - Gardener	19.42
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	14.92
11240 - Maid or Houseman	12.22
11260 - Pruner	13.64
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	14.92
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	24.09
12012 - Certified Occupational Therapist Assistant	33.05
12015 - Certified Physical Therapist Assistant	29.37
12020 - Dental Assistant	19.82
12025 - Dental Hygienist	43.92
12030 - EKG Technician	36.51
12035 - Electroneurodiagnostic Technologist	36.51
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	21.53
12072 - Licensed Practical Nurse II	24.09
12073 - Licensed Practical Nurse III	26.86
12100 - Medical Assistant	16.47
12130 - Medical Laboratory Technician	23.14
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	22.19
12195 - Medical Transcriptionist	21.53
12210 - Nuclear Medicine Technologist	52.94
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	17.33
12236 - Optical Technician	21.53
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	35.91
12311 - Registered Nurse I	29.51

12312 - Registered Nurse II		36.10
12313 - Registered Nurse II Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		29.84
12320 - Substance Abuse Treatment Counselor		21.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.38
13012 - Exhibits Specialist II		25.26
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		20.38
13042 - Illustrator II		25.26
13043 - Illustrator III		30.90
13047 - Librarian		27.96
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13090 - Technical Order Library Clerk		16.60
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
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		19.45
14160 - Personal Computer Support Technician		26.98
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62

15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	31.46
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.39
15086 - Maintenance Test Pilot Rotary Wing	44.39
15088 - Non-Maintenance Test/Co-Pilot	44.39
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.63
16030 - Counter Attendant	14.63
16040 - Dry Cleaner	16.73
16070 - Finisher Flatwork Machine	14.63
16090 - Presser Hand	14.63
16110 - Presser Machine Drycleaning	14.63
16130 - Presser Machine Shirts	14.63
16160 - Presser Machine Wearing Apparel Laundry	14.63
16190 - Sewing Machine Operator	17.43
16220 - Tailor	18.13
16250 - Washer Machine	15.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.87
19040 - Tool And Die Maker	31.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.73
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	15.69
21071 - Order Filler	14.81
21080 - Production Line Worker (Food Processing)	17.73
21110 - Shipping Packer	18.06
21130 - Shipping/Receiving Clerk	18.06
21140 - Store Worker I	14.13
21150 - Stock Clerk	18.40
21210 - Tools And Parts Attendant	17.73
21410 - Warehouse Specialist	17.73
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.94
23019 - Aircraft Logs and Records Technician	22.67
23021 - Aircraft Mechanic I	27.45
23022 - Aircraft Mechanic II	28.94
23023 - Aircraft Mechanic III	30.53
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	25.87
23060 - Aircraft Servicer	22.67
23070 - Aircraft Survival Flight Equipment Technician	25.87
23080 - Aircraft Worker	24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	24.28

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.45
II
23110 - Appliance Mechanic 25.87
23120 - Bicycle Repairer 21.07
23125 - Cable Splicer 45.13
23130 - Carpenter Maintenance 23.42
23140 - Carpet Layer 24.28
23160 - Electrician Maintenance 32.94
23181 - Electronics Technician Maintenance I 29.83
23182 - Electronics Technician Maintenance II 31.80
23183 - Electronics Technician Maintenance III 33.74
23260 - Fabric Worker 22.67
23290 - Fire Alarm System Mechanic 27.45
23310 - Fire Extinguisher Repairer 21.07
23311 - Fuel Distribution System Mechanic 27.45
23312 - Fuel Distribution System Operator 21.07
23370 - General Maintenance Worker 19.13
23380 - Ground Support Equipment Mechanic 27.45
23381 - Ground Support Equipment Servicer 22.67
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 21.07
23392 - Gunsmith II 24.28
23393 - Gunsmith III 27.45
23410 - Heating Ventilation And Air-Conditioning 26.81
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.26
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.56
23440 - Heavy Equipment Operator 23.83
23460 - Instrument Mechanic 27.45
23465 - Laboratory/Shelter Mechanic 25.87
23470 - Laborer 15.69
23510 - Locksmith 25.87
23530 - Machinery Maintenance Mechanic 25.56
23550 - Machinist Maintenance 24.12
23580 - Maintenance Trades Helper 16.87
23591 - Metrology Technician I 27.45
23592 - Metrology Technician II 28.94
23593 - Metrology Technician III 30.53
23640 - Millwright 30.04
23710 - Office Appliance Repairer 25.87
23760 - Painter Maintenance 19.88
23790 - Pipefitter Maintenance 29.30
23810 - Plumber Maintenance 27.84
23820 - Pneudraulic Systems Mechanic 27.45
23850 - Rigger 27.45
23870 - Scale Mechanic 24.28
23890 - Sheet-Metal Worker Maintenance 27.79
23910 - Small Engine Mechanic 23.21

23931 - Telecommunications Mechanic I 30.53
23932 - Telecommunications Mechanic II 32.18
23950 - Telephone Lineman 27.45
23960 - Welder Combination Maintenance 21.15
23965 - Well Driller 27.45
23970 - Woodcraft Worker 27.45
23980 - Woodworker 21.07
24000 - Personal Needs Occupations
24550 - Case Manager 17.07
24570 - Child Care Attendant 13.06
24580 - Child Care Center Clerk 16.28
24610 - Chore Aide 12.35
24620 - Family Readiness And Support Services Coordinator 17.07
24630 - Homemaker 17.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 23.87
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 20.58
25210 - Water Treatment Plant Operator 23.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.29
27007 - Baggage Inspector 17.55
27008 - Corrections Officer 30.09
27010 - Court Security Officer 26.65
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 30.09
27070 - Firefighter 25.75
27101 - Guard I 17.55
27102 - Guard II 22.01
27131 - Police Officer I 29.11
27132 - Police Officer II 32.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.25
28042 - Carnival Equipment Repairer 19.74
28043 - Carnival Worker 13.87
28210 - Gate Attendant/Gate Tender 15.70
28310 - Lifeguard 13.09
28350 - Park Attendant (Aide) 17.56
28510 - Recreation Aide/Health Facility Attendant 12.81
28515 - Recreation Specialist 21.75
28630 - Sports Official 13.98
28690 - Swimming Pool Operator 24.39
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.81
29020 - Hatch Tender 27.81
29030 - Line Handler 27.81
29041 - Stevedore I 25.82
29042 - Stevedore II 29.78

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		16.14
30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		31.59
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		23.90
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		18.27
30362 - Paralegal/Legal Assistant II		22.63
30363 - Paralegal/Legal Assistant III		27.68
30364 - Paralegal/Legal Assistant IV		33.49
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.36
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
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		21.24
30502 - Weather Forecaster II		25.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.55
30621 - Weather Observer Senior	(see 2)	20.75

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	30.67
31020 - Bus Aide	13.63

31030 - Bus Driver	18.98
31043 - Driver Courier	15.63
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	15.82
31361 - Truckdriver Light	16.90
31362 - Truckdriver Medium	18.18
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.79
99050 - Desk Clerk	11.85
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.50
99252 - Laboratory Animal Caretaker II	14.60
99260 - Marketing Analyst	24.80
99310 - Mortician	25.35
99410 - Pest Controller	23.37
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	22.54
99711 - Recycling Specialist	27.12
99730 - Refuse Collector	20.18
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	16.02
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	20.08
99841 - Vending Machine Repairer	25.03
99842 - Vending Machine Repairer Helper	20.08

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 5 years 4 weeks after 10 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.: 2015-5591
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: Nevada

Area: Nevada County of Carson City

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.81
01013 - Accounting Clerk III		18.80
01020 - Administrative Assistant		27.58
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		16.56
01112 - General Clerk II		18.06

01113 - General Clerk III	20.28
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	12.24
01191 - Order Clerk I	13.77
01192 - Order Clerk II	15.02
01261 - Personnel Assistant (Employment) I	17.10
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.33
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	27.58
01420 - Survey Worker	19.71
01460 - Switchboard Operator/Receptionist	14.98
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.10
01611 - Word Processor I	15.02
01612 - Word Processor II	16.86
01613 - Word Processor III	18.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	22.09
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	20.93
05110 - Mobile Equipment Servicer	18.62
05130 - Motor Equipment Metal Mechanic	23.24
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	23.26
05220 - Motor Vehicle Mechanic Helper	17.47
05250 - Motor Vehicle Upholstery Worker	19.76
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter Automotive	22.09
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	18.57
05400 - Transmission Repair Specialist	23.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.66
07041 - Cook I	15.34
07042 - Cook II	17.26
07070 - Dishwasher	10.58
07130 - Food Service Worker	11.87
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98

09040 - Furniture Handler	16.54
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	18.77
09110 - Furniture Repairer Minor	21.22
09130 - Upholsterer	21.69
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.35
11060 - Elevator Operator	14.27
11090 - Gardener	18.88
11122 - Housekeeping Aide	14.27
11150 - Janitor	14.27
11210 - Laborer Grounds Maintenance	15.37
11240 - Maid or Houseman	12.13
11260 - Pruner	14.21
11270 - Tractor Operator	17.71
11330 - Trail Maintenance Worker	15.37
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	24.13
12011 - Breath Alcohol Technician	24.13
12012 - Certified Occupational Therapist Assistant	33.61
12015 - Certified Physical Therapist Assistant	33.61
12020 - Dental Assistant	18.80
12025 - Dental Hygienist	45.39
12030 - EKG Technician	37.12
12035 - Electroneurodiagnostic Technologist	37.12
12040 - Emergency Medical Technician	24.13
12071 - Licensed Practical Nurse I	21.90
12072 - Licensed Practical Nurse II	24.49
12073 - Licensed Practical Nurse III	27.31
12100 - Medical Assistant	17.78
12130 - Medical Laboratory Technician	26.02
12160 - Medical Record Clerk	20.16
12190 - Medical Record Technician	22.55
12195 - Medical Transcriptionist	21.90
12210 - Nuclear Medicine Technologist	53.83
12221 - Nursing Assistant I	12.27
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.06
12224 - Nursing Assistant IV	16.91
12235 - Optical Dispenser	24.49
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	18.81
12280 - Phlebotomist	20.37
12305 - Radiologic Technologist	38.94
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II Specialist	35.14
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III Anesthetist	40.94

12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		30.35
12320 - Substance Abuse Treatment Counselor		30.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		25.68
13013 - Exhibits Specialist III		32.35
13041 - Illustrator I		21.37
13042 - Illustrator II		25.68
13043 - Illustrator III		32.35
13047 - Librarian		29.32
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		26.48
13058 - Library Technician		18.86
13061 - Media Specialist I		18.53
13062 - Media Specialist II		20.73
13063 - Media Specialist III		23.84
13071 - Photographer I		16.30
13072 - Photographer II		18.23
13073 - Photographer III		22.59
13074 - Photographer IV		27.63
13075 - Photographer V		33.43
13090 - Technical Order Library Clerk		18.23
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.27
14042 - Computer Operator II		19.32
14043 - Computer Operator III		21.55
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.61
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		17.27
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.47
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		42.47
15080 - Graphic Artist		29.74
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.47

15086 - Maintenance Test Pilot Rotary Wing 42.47
15088 - Non-Maintenance Test/Co-Pilot 42.47
15090 - Technical Instructor 24.32
15095 - Technical Instructor/Course Developer 29.74
15110 - Test Proctor 19.62
15120 - Tutor 19.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.01
19040 - Tool And Die Maker 28.33
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.50
21030 - Material Coordinator 22.97
21040 - Material Expediter 22.97
21050 - Material Handling Laborer 14.51
21071 - Order Filler 14.76
21080 - Production Line Worker (Food Processing) 20.50
21110 - Shipping Packer 16.17
21130 - Shipping/Receiving Clerk 16.17
21140 - Store Worker I 15.84
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 20.50
21410 - Warehouse Specialist 20.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.49
23019 - Aircraft Logs and Records Technician 21.97
23021 - Aircraft Mechanic I 25.39
23022 - Aircraft Mechanic II 26.49
23023 - Aircraft Mechanic III 27.50
23040 - Aircraft Mechanic Helper 19.61
23050 - Aircraft Painter 25.84
23060 - Aircraft Servicer 21.97
23070 - Aircraft Survival Flight Equipment Technician 25.84
23080 - Aircraft Worker 23.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.39
23110 - Appliance Mechanic 24.12

23120 - Bicycle Repairer	19.65
23125 - Cable Splicer	25.39
23130 - Carpenter Maintenance	23.92
23140 - Carpet Layer	22.85
23160 - Electrician Maintenance	30.99
23181 - Electronics Technician Maintenance I	22.85
23182 - Electronics Technician Maintenance II	24.12
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	21.54
23290 - Fire Alarm System Mechanic	25.39
23310 - Fire Extinguisher Repairer	20.31
23311 - Fuel Distribution System Mechanic	25.39
23312 - Fuel Distribution System Operator	21.51
23370 - General Maintenance Worker	18.24
23380 - Ground Support Equipment Mechanic	25.39
23381 - Ground Support Equipment Servicer	21.97
23382 - Ground Support Equipment Worker	23.14
23391 - Gunsmith I	20.31
23392 - Gunsmith II	22.85
23393 - Gunsmith III	25.39
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.14
23430 - Heavy Equipment Mechanic	25.39
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	25.39
23465 - Laboratory/Shelter Mechanic	24.12
23470 - Laborer	14.51
23510 - Locksmith	24.12
23530 - Machinery Maintenance Mechanic	25.39
23550 - Machinist Maintenance	20.64
23580 - Maintenance Trades Helper	19.05
23591 - Metrology Technician I	25.39
23592 - Metrology Technician II	26.49
23593 - Metrology Technician III	27.50
23640 - Millwright	25.39
23710 - Office Appliance Repairer	24.12
23760 - Painter Maintenance	20.62
23790 - Pipefitter Maintenance	29.89
23810 - Plumber Maintenance	28.40
23820 - Pneudraulic Systems Mechanic	25.39
23850 - Rigger	25.39
23870 - Scale Mechanic	22.85
23890 - Sheet-Metal Worker Maintenance	25.39
23910 - Small Engine Mechanic	22.52
23931 - Telecommunications Mechanic I	24.89
23932 - Telecommunications Mechanic II	25.96
23950 - Telephone Lineman	25.39
23960 - Welder Combination Maintenance	21.89

23965 - Well Driller 25.39
23970 - Woodcraft Worker 25.39
23980 - Woodworker 20.31
24000 - Personal Needs Occupations
24550 - Case Manager 20.22
24570 - Child Care Attendant 10.95
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 11.62
24620 - Family Readiness And Support Services Coordinator 20.22
24630 - Homemaker 20.22
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.39
25040 - Sewage Plant Operator 26.90
25070 - Stationary Engineer 25.39
25190 - Ventilation Equipment Tender 19.05
25210 - Water Treatment Plant Operator 26.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.00
27007 - Baggage Inspector 13.54
27008 - Corrections Officer 25.60
27010 - Court Security Officer 25.60
27030 - Detection Dog Handler 18.18
27040 - Detention Officer 25.60
27070 - Firefighter 22.91
27101 - Guard I 13.54
27102 - Guard II 18.18
27131 - Police Officer I 30.96
27132 - Police Officer II 34.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 10.16
28210 - Gate Attendant/Gate Tender 14.18
28310 - Lifeguard 14.52
28350 - Park Attendant (Aide) 15.87
28510 - Recreation Aide/Health Facility Attendant 13.31
28515 - Recreation Specialist 19.65
28630 - Sports Official 12.63
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.85
29020 - Hatch Tender 22.85
29030 - Line Handler 22.85
29041 - Stevedore I 21.54
29042 - Stevedore II 24.12
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.01

30021 - Archeological Technician I		18.02
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		24.45
30051 - Cryogenic Technician I		22.78
30052 - Cryogenic Technician II		25.16
30061 - Drafter/CAD Operator I		18.02
30062 - Drafter/CAD Operator II		20.17
30063 - Drafter/CAD Operator III		22.50
30064 - Drafter/CAD Operator IV		27.19
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		27.01
30095 - Evidence Control Specialist		20.57
30210 - Laboratory Technician		17.03
30221 - Latent Fingerprint Technician I		22.78
30222 - Latent Fingerprint Technician II		25.16
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		21.85
30362 - Paralegal/Legal Assistant II		27.07
30363 - Paralegal/Legal Assistant III		33.11
30364 - Paralegal/Legal Assistant IV		40.06
30375 - Petroleum Supply Specialist		25.16
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		25.16
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.65
30463 - Technical Writer III		32.80
30491 - Unexploded Ordnance (UXO) Technician I		27.63
30492 - Unexploded Ordnance (UXO) Technician II		33.43
30493 - Unexploded Ordnance (UXO) Technician III		40.06
30494 - Unexploded (UXO) Safety Escort		27.63
30495 - Unexploded (UXO) Sweep Personnel		27.63
30501 - Weather Forecaster I		27.19
30502 - Weather Forecaster II		33.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.50
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.43
31020 - Bus Aide		16.59
31030 - Bus Driver		21.61
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		15.30
31290 - Shuttle Bus Driver		16.04

31310 - Taxi Driver	15.71
31361 - Truckdriver Light	16.04
31362 - Truckdriver Medium	17.68
31363 - Truckdriver Heavy	22.93
31364 - Truckdriver Tractor-Trailer	22.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.30
99030 - Cashier	11.47
99050 - Desk Clerk	10.44
99095 - Embalmer	27.63
99130 - Flight Follower	27.63
99251 - Laboratory Animal Caretaker I	16.95
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	25.83
99310 - Mortician	27.63
99410 - Pest Controller	24.29
99510 - Photofinishing Worker	14.52
99710 - Recycling Laborer	18.65
99711 - Recycling Specialist	21.48
99730 - Refuse Collector	17.24
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.24
99830 - Survey Party Chief	29.98
99831 - Surveying Aide	20.22
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	17.09
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	17.09

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.: 2015-5592
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Nevada

Area: Nevada County of Carson City

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.81
01013 - Accounting Clerk III		18.80
01020 - Administrative Assistant		27.58
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.02
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		15.67

01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	16.56
01112 - General Clerk II	18.06
01113 - General Clerk III	20.28
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	12.24
01191 - Order Clerk I	13.77
01192 - Order Clerk II	15.02
01261 - Personnel Assistant (Employment) I	17.10
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.33
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	27.58
01420 - Survey Worker	19.71
01460 - Switchboard Operator/Receptionist	14.98
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.10
01611 - Word Processor I	15.02
01612 - Word Processor II	16.86
01613 - Word Processor III	18.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	22.09
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	20.93
05110 - Mobile Equipment Servicer	18.62
05130 - Motor Equipment Metal Mechanic	23.24
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	23.26
05220 - Motor Vehicle Mechanic Helper	17.47
05250 - Motor Vehicle Upholstery Worker	19.76
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter Automotive	22.09
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	18.57
05400 - Transmission Repair Specialist	23.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.66
07041 - Cook I	15.34
07042 - Cook II	17.26
07070 - Dishwasher	10.58
07130 - Food Service Worker	11.87
07210 - Meat Cutter	19.04

07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	16.54
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	18.77
09110 - Furniture Repairer Minor	21.22
09130 - Upholsterer	21.69
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.35
11060 - Elevator Operator	14.27
11090 - Gardener	18.88
11122 - Housekeeping Aide	14.27
11150 - Janitor	14.27
11210 - Laborer Grounds Maintenance	15.37
11240 - Maid or Houseman	12.13
11260 - Pruner	14.21
11270 - Tractor Operator	17.71
11330 - Trail Maintenance Worker	15.37
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	24.13
12011 - Breath Alcohol Technician	24.13
12012 - Certified Occupational Therapist Assistant	33.61
12015 - Certified Physical Therapist Assistant	33.61
12020 - Dental Assistant	18.80
12025 - Dental Hygienist	45.39
12030 - EKG Technician	37.12
12035 - Electroneurodiagnostic Technologist	37.12
12040 - Emergency Medical Technician	24.13
12071 - Licensed Practical Nurse I	21.90
12072 - Licensed Practical Nurse II	24.49
12073 - Licensed Practical Nurse III	27.31
12100 - Medical Assistant	17.78
12130 - Medical Laboratory Technician	26.02
12160 - Medical Record Clerk	20.16
12190 - Medical Record Technician	22.55
12195 - Medical Transcriptionist	21.90
12210 - Nuclear Medicine Technologist	53.83
12221 - Nursing Assistant I	12.27
12222 - Nursing Assistant II	13.81
12223 - Nursing Assistant III	15.06
12224 - Nursing Assistant IV	16.91
12235 - Optical Dispenser	24.49
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	18.81
12280 - Phlebotomist	20.37
12305 - Radiologic Technologist	38.94
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14

12313 - Registered Nurse II Specialist		35.14
12314 - Registered Nurse III		40.94
12315 - Registered Nurse III Anesthetist		40.94
12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		30.35
12320 - Substance Abuse Treatment Counselor		30.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		25.68
13013 - Exhibits Specialist III		32.35
13041 - Illustrator I		21.37
13042 - Illustrator II		25.68
13043 - Illustrator III		32.35
13047 - Librarian		29.32
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		26.48
13058 - Library Technician		18.86
13061 - Media Specialist I		18.53
13062 - Media Specialist II		20.73
13063 - Media Specialist III		23.84
13071 - Photographer I		16.30
13072 - Photographer II		18.23
13073 - Photographer III		22.59
13074 - Photographer IV		27.63
13075 - Photographer V		33.43
13090 - Technical Order Library Clerk		18.23
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.27
14042 - Computer Operator II		19.32
14043 - Computer Operator III		21.55
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.61
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		17.27
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.47
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68

15070 - Flight Instructor (Pilot) 42.47
15080 - Graphic Artist 29.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.47
15086 - Maintenance Test Pilot Rotary Wing 42.47
15088 - Non-Maintenance Test/Co-Pilot 42.47
15090 - Technical Instructor 24.32
15095 - Technical Instructor/Course Developer 29.74
15110 - Test Proctor 19.62
15120 - Tutor 19.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.01
19040 - Tool And Die Maker 28.33
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.50
21030 - Material Coordinator 22.97
21040 - Material Expediter 22.97
21050 - Material Handling Laborer 14.51
21071 - Order Filler 14.76
21080 - Production Line Worker (Food Processing) 20.50
21110 - Shipping Packer 16.17
21130 - Shipping/Receiving Clerk 16.17
21140 - Store Worker I 15.84
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 20.50
21410 - Warehouse Specialist 20.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.49
23019 - Aircraft Logs and Records Technician 21.97
23021 - Aircraft Mechanic I 25.39
23022 - Aircraft Mechanic II 26.49
23023 - Aircraft Mechanic III 27.50
23040 - Aircraft Mechanic Helper 19.61
23050 - Aircraft Painter 25.84
23060 - Aircraft Servicer 21.97
23070 - Aircraft Survival Flight Equipment Technician 25.84
23080 - Aircraft Worker 23.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.14

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.39
II
23110 - Appliance Mechanic 24.12
23120 - Bicycle Repairer 19.65
23125 - Cable Splicer 25.39
23130 - Carpenter Maintenance 23.92
23140 - Carpet Layer 22.85
23160 - Electrician Maintenance 30.99
23181 - Electronics Technician Maintenance I 22.85
23182 - Electronics Technician Maintenance II 24.12
23183 - Electronics Technician Maintenance III 28.00
23260 - Fabric Worker 21.54
23290 - Fire Alarm System Mechanic 25.39
23310 - Fire Extinguisher Repairer 20.31
23311 - Fuel Distribution System Mechanic 25.39
23312 - Fuel Distribution System Operator 21.51
23370 - General Maintenance Worker 18.24
23380 - Ground Support Equipment Mechanic 25.39
23381 - Ground Support Equipment Servicer 21.97
23382 - Ground Support Equipment Worker 23.14
23391 - Gunsmith I 20.31
23392 - Gunsmith II 22.85
23393 - Gunsmith III 25.39
23410 - Heating Ventilation And Air-Conditioning 25.07
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.14
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 25.39
23440 - Heavy Equipment Operator 24.61
23460 - Instrument Mechanic 25.39
23465 - Laboratory/Shelter Mechanic 24.12
23470 - Laborer 14.51
23510 - Locksmith 24.12
23530 - Machinery Maintenance Mechanic 25.39
23550 - Machinist Maintenance 20.64
23580 - Maintenance Trades Helper 19.05
23591 - Metrology Technician I 25.39
23592 - Metrology Technician II 26.49
23593 - Metrology Technician III 27.50
23640 - Millwright 25.39
23710 - Office Appliance Repairer 24.12
23760 - Painter Maintenance 20.62
23790 - Pipefitter Maintenance 29.89
23810 - Plumber Maintenance 28.40
23820 - Pneudraulic Systems Mechanic 25.39
23850 - Rigger 25.39
23870 - Scale Mechanic 22.85
23890 - Sheet-Metal Worker Maintenance 25.39
23910 - Small Engine Mechanic 22.52
23931 - Telecommunications Mechanic I 24.89

23932 - Telecommunications Mechanic II 25.96
23950 - Telephone Lineman 25.39
23960 - Welder Combination Maintenance 21.89
23965 - Well Driller 25.39
23970 - Woodcraft Worker 25.39
23980 - Woodworker 20.31
24000 - Personal Needs Occupations
24550 - Case Manager 20.22
24570 - Child Care Attendant 10.95
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 11.62
24620 - Family Readiness And Support Services Coordinator 20.22
24630 - Homemaker 20.22
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.39
25040 - Sewage Plant Operator 26.90
25070 - Stationary Engineer 25.39
25190 - Ventilation Equipment Tender 19.05
25210 - Water Treatment Plant Operator 26.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.00
27007 - Baggage Inspector 13.54
27008 - Corrections Officer 25.60
27010 - Court Security Officer 25.60
27030 - Detection Dog Handler 18.18
27040 - Detention Officer 25.60
27070 - Firefighter 22.91
27101 - Guard I 13.54
27102 - Guard II 18.18
27131 - Police Officer I 30.96
27132 - Police Officer II 34.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.66
28042 - Carnival Equipment Repairer 13.50
28043 - Carnival Worker 10.16
28210 - Gate Attendant/Gate Tender 14.18
28310 - Lifeguard 14.52
28350 - Park Attendant (Aide) 15.87
28510 - Recreation Aide/Health Facility Attendant 13.31
28515 - Recreation Specialist 19.65
28630 - Sports Official 12.63
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.85
29020 - Hatch Tender 22.85
29030 - Line Handler 22.85
29041 - Stevedore I 21.54
29042 - Stevedore II 24.12
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.01
30021 - Archeological Technician I 18.02
30022 - Archeological Technician II 20.17
30023 - Archeological Technician III 24.55
30030 - Cartographic Technician 24.55
30040 - Civil Engineering Technician 24.45
30051 - Cryogenic Technician I 22.78
30052 - Cryogenic Technician II 25.16
30061 - Drafter/CAD Operator I 18.02
30062 - Drafter/CAD Operator II 20.17
30063 - Drafter/CAD Operator III 22.50
30064 - Drafter/CAD Operator IV 27.19
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.96
30083 - Engineering Technician III 20.10
30084 - Engineering Technician IV 24.88
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.85
30090 - Environmental Technician 27.01
30095 - Evidence Control Specialist 20.57
30210 - Laboratory Technician 17.03
30221 - Latent Fingerprint Technician I 22.78
30222 - Latent Fingerprint Technician II 25.16
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 21.85
30362 - Paralegal/Legal Assistant II 27.07
30363 - Paralegal/Legal Assistant III 33.11
30364 - Paralegal/Legal Assistant IV 40.06
30375 - Petroleum Supply Specialist 25.16
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 25.16
30461 - Technical Writer I 25.32
30462 - Technical Writer II 30.65
30463 - Technical Writer III 32.80
30491 - Unexploded Ordnance (UXO) Technician I 27.63
30492 - Unexploded Ordnance (UXO) Technician II 33.43
30493 - Unexploded Ordnance (UXO) Technician III 40.06
30494 - Unexploded (UXO) Safety Escort 27.63
30495 - Unexploded (UXO) Sweep Personnel 27.63
30501 - Weather Forecaster I 27.19
30502 - Weather Forecaster II 33.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.50
30621 - Weather Observer Senior (see 2) 24.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.43
31020 - Bus Aide 16.59
31030 - Bus Driver 21.61

31043 - Driver Courier	15.81
31260 - Parking and Lot Attendant	15.30
31290 - Shuttle Bus Driver	16.04
31310 - Taxi Driver	15.71
31361 - Truckdriver Light	16.04
31362 - Truckdriver Medium	17.68
31363 - Truckdriver Heavy	22.93
31364 - Truckdriver Tractor-Trailer	22.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.30
99030 - Cashier	11.47
99050 - Desk Clerk	10.44
99095 - Embalmer	27.63
99130 - Flight Follower	27.63
99251 - Laboratory Animal Caretaker I	16.95
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	25.83
99310 - Mortician	27.63
99410 - Pest Controller	24.29
99510 - Photofinishing Worker	14.52
99710 - Recycling Laborer	18.65
99711 - Recycling Specialist	21.48
99730 - Refuse Collector	17.24
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.24
99830 - Survey Party Chief	29.98
99831 - Surveying Aide	20.22
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	17.09
99841 - Vending Machine Repairer	20.46
99842 - Vending Machine Repairer Helper	17.09

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

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.: 2015-5593
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: Nevada

Area: Nevada County of Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		31.82
01035 - Court Reporter		26.59
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		14.01
01052 - Data Entry Operator II		15.29
01060 - Dispatcher Motor Vehicle		17.54
01070 - Document Preparation Clerk		15.40
01090 - Duplicating Machine Operator		15.40
01111 - General Clerk I		13.62
01112 - General Clerk II		14.85

01113 - General Clerk III	16.68
01120 - Housing Referral Assistant	20.64
01141 - Messenger Courier	14.72
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.82
01261 - Personnel Assistant (Employment) I	16.60
01262 - Personnel Assistant (Employment) II	18.57
01263 - Personnel Assistant (Employment) III	20.70
01270 - Production Control Clerk	21.01
01290 - Rental Clerk	13.53
01300 - Scheduler Maintenance	16.55
01311 - Secretary I	16.55
01312 - Secretary II	18.51
01313 - Secretary III	20.64
01320 - Service Order Dispatcher	15.67
01410 - Supply Technician	31.82
01420 - Survey Worker	15.69
01460 - Switchboard Operator/Receptionist	13.74
01531 - Travel Clerk I	16.38
01532 - Travel Clerk II	17.39
01533 - Travel Clerk III	18.66
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.48
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	16.41
07041 - Cook I	16.25
07042 - Cook II	18.04
07070 - Dishwasher	13.01
07130 - Food Service Worker	15.05
07210 - Meat Cutter	18.17
07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45

09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.24
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	17.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.84
11060 - Elevator Operator	16.19
11090 - Gardener	17.02
11122 - Housekeeping Aide	16.19
11150 - Janitor	16.19
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	16.65
11260 - Pruner	13.03
11270 - Tractor Operator	16.08
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	17.53
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	24.72
12012 - Certified Occupational Therapist Assistant	34.92
12015 - Certified Physical Therapist Assistant	33.83
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	42.58
12030 - EKG Technician	32.68
12035 - Electroneurodiagnostic Technologist	32.68
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	22.10
12072 - Licensed Practical Nurse II	24.72
12073 - Licensed Practical Nurse III	27.56
12100 - Medical Assistant	16.42
12130 - Medical Laboratory Technician	26.52
12160 - Medical Record Clerk	18.12
12190 - Medical Record Technician	20.27
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.65
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	22.54
12236 - Optical Technician	14.24
12250 - Pharmacy Technician	17.72
12280 - Phlebotomist	18.19
12305 - Radiologic Technologist	33.94
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)		30.62
12320 - Substance Abuse Treatment Counselor		24.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.60
13012 - Exhibits Specialist II		31.71
13013 - Exhibits Specialist III		35.31
13041 - Illustrator I		25.60
13042 - Illustrator II		31.71
13043 - Illustrator III		38.80
13047 - Librarian		35.12
13050 - Library Aide/Clerk		18.06
13054 - Library Information Technology Systems Administrator		31.71
13058 - Library Technician		20.59
13061 - Media Specialist I		22.89
13062 - Media Specialist II		25.60
13063 - Media Specialist III		28.55
13071 - Photographer I		15.65
13072 - Photographer II		17.52
13073 - Photographer III		21.70
13074 - Photographer IV		26.55
13075 - Photographer V		32.11
13090 - Technical Order Library Clerk		22.69
13110 - Video Teleconference Technician		28.17
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		25.73
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		29.26
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		29.80
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		24.52
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.13

15086 - Maintenance Test Pilot Rotary Wing 41.13
15088 - Non-Maintenance Test/Co-Pilot 41.13
15090 - Technical Instructor 20.86
15095 - Technical Instructor/Course Developer 25.52
15110 - Test Proctor 16.84
15120 - Tutor 16.84
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) 26.16
19040 - Tool And Die Maker 30.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.40
21030 - Material Coordinator 21.01
21040 - Material Expediter 21.01
21050 - Material Handling Laborer 13.97
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 18.40
21110 - Shipping Packer 15.83
21130 - Shipping/Receiving Clerk 15.83
21140 - Store Worker I 17.70
21150 - Stock Clerk 22.19
21210 - Tools And Parts Attendant 18.40
21410 - Warehouse Specialist 18.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.46
23019 - Aircraft Logs and Records Technician 31.59
23021 - Aircraft Mechanic I 36.75
23022 - Aircraft Mechanic II 38.46
23023 - Aircraft Mechanic III 39.89
23040 - Aircraft Mechanic Helper 28.27
23050 - Aircraft Painter 35.00
23060 - Aircraft Servicer 31.59
23070 - Aircraft Survival Flight Equipment Technician 35.00
23080 - Aircraft Worker 33.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.75
23110 - Appliance Mechanic 24.30

23120 - Bicycle Repairer	22.36
23125 - Cable Splicer	34.12
23130 - Carpenter Maintenance	24.00
23140 - Carpet Layer	24.66
23160 - Electrician Maintenance	30.58
23181 - Electronics Technician Maintenance I	29.43
23182 - Electronics Technician Maintenance II	31.00
23183 - Electronics Technician Maintenance III	32.55
23260 - Fabric Worker	23.60
23290 - Fire Alarm System Mechanic	26.60
23310 - Fire Extinguisher Repairer	22.36
23311 - Fuel Distribution System Mechanic	27.85
23312 - Fuel Distribution System Operator	22.68
23370 - General Maintenance Worker	22.33
23380 - Ground Support Equipment Mechanic	36.75
23381 - Ground Support Equipment Servicer	31.59
23382 - Ground Support Equipment Worker	33.24
23391 - Gunsmith I	22.36
23392 - Gunsmith II	24.84
23393 - Gunsmith III	27.46
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	30.41
23440 - Heavy Equipment Operator	29.83
23460 - Instrument Mechanic	31.31
23465 - Laboratory/Shelter Mechanic	26.16
23470 - Laborer	13.97
23510 - Locksmith	24.25
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist Maintenance	22.55
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	31.31
23592 - Metrology Technician II	32.76
23593 - Metrology Technician III	33.97
23640 - Millwright	32.88
23710 - Office Appliance Repairer	20.43
23760 - Painter Maintenance	22.34
23790 - Pipefitter Maintenance	26.83
23810 - Plumber Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	27.46
23850 - Rigger	31.00
23870 - Scale Mechanic	24.84
23890 - Sheet-Metal Worker Maintenance	28.32
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic I	27.85
23932 - Telecommunications Mechanic II	29.15
23950 - Telephone Lineman	22.85
23960 - Welder Combination Maintenance	24.19

23965 - Well Driller	27.08
23970 - Woodcraft Worker	27.46
23980 - Woodworker	22.36
24000 - Personal Needs Occupations	
24550 - Case Manager	16.95
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.62
25040 - Sewage Plant Operator	36.55
25070 - Stationary Engineer	34.62
25190 - Ventilation Equipment Tender	26.64
25210 - Water Treatment Plant Operator	36.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.99
27007 - Baggage Inspector	15.26
27008 - Corrections Officer	29.91
27010 - Court Security Officer	34.08
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	29.91
27070 - Firefighter	38.33
27101 - Guard I	15.26
27102 - Guard II	20.45
27131 - Police Officer I	35.83
27132 - Police Officer II	39.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.50
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	17.04
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	19.07
28510 - Recreation Aide/Health Facility Attendant	13.91
28515 - Recreation Specialist	21.93
28630 - Sports Official	15.17
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.92
29020 - Hatch Tender	31.92
29030 - Line Handler	31.92
29041 - Stevedore I	30.34
29042 - Stevedore II	33.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

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 27.63
30051 - Cryogenic Technician I 27.11
30052 - Cryogenic Technician II 29.94
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 26.42
30095 - Evidence Control Specialist 24.48
30210 - Laboratory Technician 25.49
30221 - Latent Fingerprint Technician I 31.34
30222 - Latent Fingerprint Technician II 34.61
30240 - Mathematical Technician 30.99
30361 - Paralegal/Legal Assistant I 18.47
30362 - Paralegal/Legal Assistant II 22.89
30363 - Paralegal/Legal Assistant III 28.00
30364 - Paralegal/Legal Assistant IV 33.87
30375 - Petroleum Supply Specialist 29.94
30390 - Photo-Optics Technician 28.17
30395 - Radiation Control Technician 29.94
30461 - Technical Writer I 22.64
30462 - Technical Writer II 27.70
30463 - Technical Writer III 33.51
30491 - Unexploded Ordnance (UXO) Technician I 25.73
30492 - Unexploded Ordnance (UXO) Technician II 31.13
30493 - Unexploded Ordnance (UXO) Technician III 37.31
30494 - Unexploded (UXO) Safety Escort 25.73
30495 - Unexploded (UXO) Sweep Personnel 25.73
30501 - Weather Forecaster I 28.49
30502 - Weather Forecaster II 34.64
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 31.13
31020 - Bus Aide 14.28
31030 - Bus Driver 18.19
31043 - Driver Courier 15.86
31260 - Parking and Lot Attendant 12.30
31290 - Shuttle Bus Driver 16.79

31310 - Taxi Driver	14.17
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	17.72
31363 - Truckdriver Heavy	23.44
31364 - Truckdriver Tractor-Trailer	23.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	11.03
99050 - Desk Clerk	16.67
99095 - Embalmer	30.13
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	12.86
99252 - Laboratory Animal Caretaker II	13.61
99260 - Marketing Analyst	28.70
99310 - Mortician	30.13
99410 - Pest Controller	22.21
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	22.92
99730 - Refuse Collector	18.57
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	37.15
99831 - Surveying Aide	21.13
99832 - Surveying Technician	28.98
99840 - Vending Machine Attendant	18.29
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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).

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

"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.: 2015-5594
Revision No.: 15
Date Of Last Revision: 07/02/2020

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: Nevada

Area: Nevada County of Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		31.82
01035 - Court Reporter		26.59
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		14.01
01052 - Data Entry Operator II		15.29
01060 - Dispatcher Motor Vehicle		17.54
01070 - Document Preparation Clerk		15.40

01090 - Duplicating Machine Operator	15.40
01111 - General Clerk I	13.62
01112 - General Clerk II	14.85
01113 - General Clerk III	16.68
01120 - Housing Referral Assistant	20.64
01141 - Messenger Courier	14.72
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.82
01261 - Personnel Assistant (Employment) I	16.60
01262 - Personnel Assistant (Employment) II	18.57
01263 - Personnel Assistant (Employment) III	20.70
01270 - Production Control Clerk	21.01
01290 - Rental Clerk	13.53
01300 - Scheduler Maintenance	16.55
01311 - Secretary I	16.55
01312 - Secretary II	18.51
01313 - Secretary III	20.64
01320 - Service Order Dispatcher	15.67
01410 - Supply Technician	31.82
01420 - Survey Worker	15.69
01460 - Switchboard Operator/Receptionist	13.74
01531 - Travel Clerk I	16.38
01532 - Travel Clerk II	17.39
01533 - Travel Clerk III	18.66
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.48
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	16.41
07041 - Cook I	16.25
07042 - Cook II	18.04
07070 - Dishwasher	13.01
07130 - Food Service Worker	15.05
07210 - Meat Cutter	18.17

07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.24
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	17.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.84
11060 - Elevator Operator	16.19
11090 - Gardener	17.02
11122 - Housekeeping Aide	16.19
11150 - Janitor	16.19
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	16.65
11260 - Pruner	13.03
11270 - Tractor Operator	16.08
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	17.53
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	24.72
12012 - Certified Occupational Therapist Assistant	34.92
12015 - Certified Physical Therapist Assistant	33.83
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	42.58
12030 - EKG Technician	32.68
12035 - Electroneurodiagnostic Technologist	32.68
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	22.10
12072 - Licensed Practical Nurse II	24.72
12073 - Licensed Practical Nurse III	27.56
12100 - Medical Assistant	16.42
12130 - Medical Laboratory Technician	26.52
12160 - Medical Record Clerk	18.12
12190 - Medical Record Technician	20.27
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.65
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	22.54
12236 - Optical Technician	14.24
12250 - Pharmacy Technician	17.72
12280 - Phlebotomist	18.19
12305 - Radiologic Technologist	33.94
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)		30.62
12320 - Substance Abuse Treatment Counselor		24.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.60
13012 - Exhibits Specialist II		31.71
13013 - Exhibits Specialist III		35.31
13041 - Illustrator I		25.60
13042 - Illustrator II		31.71
13043 - Illustrator III		38.80
13047 - Librarian		35.12
13050 - Library Aide/Clerk		18.06
13054 - Library Information Technology Systems Administrator		31.71
13058 - Library Technician		20.59
13061 - Media Specialist I		22.89
13062 - Media Specialist II		25.60
13063 - Media Specialist III		28.55
13071 - Photographer I		15.65
13072 - Photographer II		17.52
13073 - Photographer III		21.70
13074 - Photographer IV		26.55
13075 - Photographer V		32.11
13090 - Technical Order Library Clerk		22.69
13110 - Video Teleconference Technician		28.17
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		25.73
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		29.26
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		29.80

15070 - Flight Instructor (Pilot) 41.62
15080 - Graphic Artist 24.52
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.13
15086 - Maintenance Test Pilot Rotary Wing 41.13
15088 - Non-Maintenance Test/Co-Pilot 41.13
15090 - Technical Instructor 20.86
15095 - Technical Instructor/Course Developer 25.52
15110 - Test Proctor 16.84
15120 - Tutor 16.84
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) 26.16
19040 - Tool And Die Maker 30.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.40
21030 - Material Coordinator 21.01
21040 - Material Expediter 21.01
21050 - Material Handling Laborer 13.97
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 18.40
21110 - Shipping Packer 15.83
21130 - Shipping/Receiving Clerk 15.83
21140 - Store Worker I 17.70
21150 - Stock Clerk 22.19
21210 - Tools And Parts Attendant 18.40
21410 - Warehouse Specialist 18.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.46
23019 - Aircraft Logs and Records Technician 31.59
23021 - Aircraft Mechanic I 36.75
23022 - Aircraft Mechanic II 38.46
23023 - Aircraft Mechanic III 39.89
23040 - Aircraft Mechanic Helper 28.27
23050 - Aircraft Painter 35.00
23060 - Aircraft Servicer 31.59
23070 - Aircraft Survival Flight Equipment Technician 35.00
23080 - Aircraft Worker 33.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.24

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 36.75
II
23110 - Appliance Mechanic 24.30
23120 - Bicycle Repairer 22.36
23125 - Cable Splicer 34.12
23130 - Carpenter Maintenance 24.00
23140 - Carpet Layer 24.66
23160 - Electrician Maintenance 30.58
23181 - Electronics Technician Maintenance I 29.43
23182 - Electronics Technician Maintenance II 31.00
23183 - Electronics Technician Maintenance III 32.55
23260 - Fabric Worker 23.60
23290 - Fire Alarm System Mechanic 26.60
23310 - Fire Extinguisher Repairer 22.36
23311 - Fuel Distribution System Mechanic 27.85
23312 - Fuel Distribution System Operator 22.68
23370 - General Maintenance Worker 22.33
23380 - Ground Support Equipment Mechanic 36.75
23381 - Ground Support Equipment Servicer 31.59
23382 - Ground Support Equipment Worker 33.24
23391 - Gunsmith I 22.36
23392 - Gunsmith II 24.84
23393 - Gunsmith III 27.46
23410 - Heating Ventilation And Air-Conditioning 25.95
Mechanic
23411 - Heating Ventilation And Air Contidioning 27.16
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 30.41
23440 - Heavy Equipment Operator 29.83
23460 - Instrument Mechanic 31.31
23465 - Laboratory/Shelter Mechanic 26.16
23470 - Laborer 13.97
23510 - Locksmith 24.25
23530 - Machinery Maintenance Mechanic 29.74
23550 - Machinist Maintenance 22.55
23580 - Maintenance Trades Helper 20.86
23591 - Metrology Technician I 31.31
23592 - Metrology Technician II 32.76
23593 - Metrology Technician III 33.97
23640 - Millwright 32.88
23710 - Office Appliance Repairer 20.43
23760 - Painter Maintenance 22.34
23790 - Pipefitter Maintenance 26.83
23810 - Plumber Maintenance 26.03
23820 - Pneudraulic Systems Mechanic 27.46
23850 - Rigger 31.00
23870 - Scale Mechanic 24.84
23890 - Sheet-Metal Worker Maintenance 28.32
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 27.85

23932 - Telecommunications Mechanic II 29.15
23950 - Telephone Lineman 22.85
23960 - Welder Combination Maintenance 24.19
23965 - Well Driller 27.08
23970 - Woodcraft Worker 27.46
23980 - Woodworker 22.36
24000 - Personal Needs Occupations
24550 - Case Manager 16.95
24570 - Child Care Attendant 12.74
24580 - Child Care Center Clerk 17.75
24610 - Chore Aide 11.47
24620 - Family Readiness And Support Services Coordinator 16.95
24630 - Homemaker 19.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.62
25040 - Sewage Plant Operator 36.55
25070 - Stationary Engineer 34.62
25190 - Ventilation Equipment Tender 26.64
25210 - Water Treatment Plant Operator 36.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.99
27007 - Baggage Inspector 15.26
27008 - Corrections Officer 29.91
27010 - Court Security Officer 34.08
27030 - Detection Dog Handler 20.45
27040 - Detention Officer 29.91
27070 - Firefighter 38.33
27101 - Guard I 15.26
27102 - Guard II 20.45
27131 - Police Officer I 35.83
27132 - Police Officer II 39.81
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.50
28042 - Carnival Equipment Repairer 13.23
28043 - Carnival Worker 10.24
28210 - Gate Attendant/Gate Tender 17.04
28310 - Lifeguard 11.52
28350 - Park Attendant (Aide) 19.07
28510 - Recreation Aide/Health Facility Attendant 13.91
28515 - Recreation Specialist 21.93
28630 - Sports Official 15.17
28690 - Swimming Pool Operator 20.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.92
29020 - Hatch Tender 31.92
29030 - Line Handler 31.92
29041 - Stevedore I 30.34
29042 - Stevedore II 33.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.74
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 27.63
30051 - Cryogenic Technician I 27.11
30052 - Cryogenic Technician II 29.94
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 26.42
30095 - Evidence Control Specialist 24.48
30210 - Laboratory Technician 25.49
30221 - Latent Fingerprint Technician I 31.34
30222 - Latent Fingerprint Technician II 34.61
30240 - Mathematical Technician 30.99
30361 - Paralegal/Legal Assistant I 18.47
30362 - Paralegal/Legal Assistant II 22.89
30363 - Paralegal/Legal Assistant III 28.00
30364 - Paralegal/Legal Assistant IV 33.87
30375 - Petroleum Supply Specialist 29.94
30390 - Photo-Optics Technician 28.17
30395 - Radiation Control Technician 29.94
30461 - Technical Writer I 22.64
30462 - Technical Writer II 27.70
30463 - Technical Writer III 33.51
30491 - Unexploded Ordnance (UXO) Technician I 25.73
30492 - Unexploded Ordnance (UXO) Technician II 31.13
30493 - Unexploded Ordnance (UXO) Technician III 37.31
30494 - Unexploded (UXO) Safety Escort 25.73
30495 - Unexploded (UXO) Sweep Personnel 25.73
30501 - Weather Forecaster I 28.49
30502 - Weather Forecaster II 34.64
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 31.13
31020 - Bus Aide 14.28
31030 - Bus Driver 18.19

31043 - Driver Courier	15.86
31260 - Parking and Lot Attendant	12.30
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	14.17
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	17.72
31363 - Truckdriver Heavy	23.44
31364 - Truckdriver Tractor-Trailer	23.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	11.03
99050 - Desk Clerk	16.67
99095 - Embalmer	30.13
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	12.86
99252 - Laboratory Animal Caretaker II	13.61
99260 - Marketing Analyst	28.70
99310 - Mortician	30.13
99410 - Pest Controller	22.21
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	22.92
99730 - Refuse Collector	18.57
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	37.15
99831 - Surveying Aide	21.13
99832 - Surveying Technician	28.98
99840 - Vending Machine Attendant	18.29
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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).

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

When preparing a conformance request the ""Service Contract Act Directory of

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

"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.: 2015-5595
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: Nevada

Area: Nevada Counties of Storey Washoe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.58
01013 - Accounting Clerk III		19.67
01020 - Administrative Assistant		29.20
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		13.14
01042 - Customer Service Representative II		14.78
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.86
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		17.24
01090 - Duplicating Machine Operator		17.24
01111 - General Clerk I		14.71
01112 - General Clerk II		16.05

01113 - General Clerk III	18.01
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	15.82
01191 - Order Clerk I	16.76
01192 - Order Clerk II	18.28
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.15
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	21.27
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	29.20
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	15.81
01532 - Travel Clerk II	16.79
01533 - Travel Clerk III	17.55
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.82
05010 - Automotive Electrician	22.21
05040 - Automotive Glass Installer	21.04
05070 - Automotive Worker	21.04
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	23.45
05160 - Motor Equipment Metal Worker	21.04
05190 - Motor Vehicle Mechanic	23.45
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.89
05280 - Motor Vehicle Wrecker	21.04
05310 - Painter Automotive	22.21
05340 - Radiator Repair Specialist	21.04
05370 - Tire Repairer	17.62
05400 - Transmission Repair Specialist	23.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.82
07041 - Cook I	16.99
07042 - Cook II	19.15
07070 - Dishwasher	10.42
07130 - Food Service Worker	11.62
07210 - Meat Cutter	23.07
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.88

09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	18.70
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.25
11122 - Housekeeping Aide	12.63
11150 - Janitor	12.63
11210 - Laborer Grounds Maintenance	14.63
11240 - Maid or Houseman	12.13
11260 - Pruner	13.51
11270 - Tractor Operator	16.89
11330 - Trail Maintenance Worker	14.63
11360 - Window Cleaner	13.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.39
12011 - Breath Alcohol Technician	23.46
12012 - Certified Occupational Therapist Assistant	35.75
12015 - Certified Physical Therapist Assistant	26.10
12020 - Dental Assistant	20.90
12025 - Dental Hygienist	45.50
12030 - EKG Technician	35.78
12035 - Electroneurodiagnostic Technologist	35.78
12040 - Emergency Medical Technician	19.39
12071 - Licensed Practical Nurse I	23.29
12072 - Licensed Practical Nurse II	26.06
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	17.47
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	18.13
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	57.24
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.03
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	20.05
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	18.89
12305 - Radiologic Technologist	32.74
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II Specialist	35.14
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III Anesthetist	40.94

12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		32.27
12320 - Substance Abuse Treatment Counselor		27.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.29
13012 - Exhibits Specialist II		30.08
13013 - Exhibits Specialist III		36.80
13041 - Illustrator I		24.29
13042 - Illustrator II		30.08
13043 - Illustrator III		36.80
13047 - Librarian		33.32
13050 - Library Aide/Clerk		20.92
13054 - Library Information Technology Systems Administrator		30.08
13058 - Library Technician		23.05
13061 - Media Specialist I		21.71
13062 - Media Specialist II		24.29
13063 - Media Specialist III		27.08
13071 - Photographer I		15.87
13072 - Photographer II		17.74
13073 - Photographer III		21.98
13074 - Photographer IV		26.88
13075 - Photographer V		32.53
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.87
14042 - Computer Operator II		18.80
14043 - Computer Operator III		21.04
14044 - Computer Operator IV		23.38
14045 - Computer Operator V		25.90
14071 - Computer Programmer I	(see 1)	22.61
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		16.87
14160 - Personal Computer Support Technician		23.38
14170 - System Support Specialist		30.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.76
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		42.76
15080 - Graphic Artist		23.61
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 21.44
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 28.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.61
21030 - Material Coordinator 21.27
21040 - Material Expediter 21.27
21050 - Material Handling Laborer 15.28
21071 - Order Filler 15.54
21080 - Production Line Worker (Food Processing) 19.61
21110 - Shipping Packer 17.37
21130 - Shipping/Receiving Clerk 17.37
21140 - Store Worker I 15.09
21150 - Stock Clerk 19.14
21210 - Tools And Parts Attendant 19.61
21410 - Warehouse Specialist 19.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.15
23019 - Aircraft Logs and Records Technician 24.36
23021 - Aircraft Mechanic I 28.72
23022 - Aircraft Mechanic II 30.15
23023 - Aircraft Mechanic III 31.64
23040 - Aircraft Mechanic Helper 21.16
23050 - Aircraft Painter 27.21
23060 - Aircraft Servicer 24.36
23070 - Aircraft Survival Flight Equipment Technician 27.21
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.72
23110 - Appliance Mechanic 21.84

23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 27.01
23130 - Carpenter Maintenance 24.82
23140 - Carpet Layer 29.58
23160 - Electrician Maintenance 27.43
23181 - Electronics Technician Maintenance I 29.59
23182 - Electronics Technician Maintenance II 31.25
23183 - Electronics Technician Maintenance III 32.99
23260 - Fabric Worker 22.91
23290 - Fire Alarm System Mechanic 28.56
23310 - Fire Extinguisher Repairer 21.49
23311 - Fuel Distribution System Mechanic 27.01
23312 - Fuel Distribution System Operator 21.51
23370 - General Maintenance Worker 21.20
23380 - Ground Support Equipment Mechanic 28.72
23381 - Ground Support Equipment Servicer 24.36
23382 - Ground Support Equipment Worker 25.76
23391 - Gunsmith I 21.49
23392 - Gunsmith II 24.23
23393 - Gunsmith III 27.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.28
23430 - Heavy Equipment Mechanic 30.20
23440 - Heavy Equipment Operator 29.30
23460 - Instrument Mechanic 27.01
23465 - Laboratory/Shelter Mechanic 25.58
23470 - Laborer 15.28
23510 - Locksmith 26.95
23530 - Machinery Maintenance Mechanic 23.84
23550 - Machinist Maintenance 21.70
23580 - Maintenance Trades Helper 16.61
23591 - Metrology Technician I 27.01
23592 - Metrology Technician II 28.36
23593 - Metrology Technician III 29.75
23640 - Millwright 27.01
23710 - Office Appliance Repairer 20.16
23760 - Painter Maintenance 18.20
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 28.57
23820 - Pneudraulic Systems Mechanic 27.01
23850 - Rigger 27.01
23870 - Scale Mechanic 24.23
23890 - Sheet-Metal Worker Maintenance 30.93
23910 - Small Engine Mechanic 23.09
23931 - Telecommunications Mechanic I 26.53
23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 27.01
23960 - Welder Combination Maintenance 21.89

23965 - Well Driller	27.01
23970 - Woodcraft Worker	27.01
23980 - Woodworker	21.49
24000 - Personal Needs Occupations	
24550 - Case Manager	18.42
24570 - Child Care Attendant	12.05
24580 - Child Care Center Clerk	15.40
24610 - Chore Aide	11.46
24620 - Family Readiness And Support Services Coordinator	18.42
24630 - Homemaker	18.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.01
25040 - Sewage Plant Operator	36.01
25070 - Stationary Engineer	27.01
25190 - Ventilation Equipment Tender	19.90
25210 - Water Treatment Plant Operator	36.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.26
27007 - Baggage Inspector	12.37
27008 - Corrections Officer	27.30
27010 - Court Security Officer	27.30
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	27.30
27070 - Firefighter	27.30
27101 - Guard I	12.37
27102 - Guard II	18.18
27131 - Police Officer I	31.05
27132 - Police Officer II	34.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	14.35
28043 - Carnival Worker	10.62
28210 - Gate Attendant/Gate Tender	14.66
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.41
28510 - Recreation Aide/Health Facility Attendant	11.97
28515 - Recreation Specialist	20.32
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.23
29020 - Hatch Tender	24.23
29030 - Line Handler	24.23
29041 - Stevedore I	22.91
29042 - Stevedore II	25.58
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		18.02
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		28.52
30051 - Cryogenic Technician I		26.17
30052 - Cryogenic Technician II		28.91
30061 - Drafter/CAD Operator I		18.02
30062 - Drafter/CAD Operator II		20.17
30063 - Drafter/CAD Operator III		22.50
30064 - Drafter/CAD Operator IV		27.19
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		27.01
30095 - Evidence Control Specialist		23.63
30210 - Laboratory Technician		17.39
30221 - Latent Fingerprint Technician I		35.73
30222 - Latent Fingerprint Technician II		39.46
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.06
30363 - Paralegal/Legal Assistant III		30.36
30364 - Paralegal/Legal Assistant IV		37.09
30375 - Petroleum Supply Specialist		28.91
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		28.91
30461 - Technical Writer I		30.04
30462 - Technical Writer II		35.23
30463 - Technical Writer III		37.07
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		27.19
30502 - Weather Forecaster II		33.08
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.50
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.37
31030 - Bus Driver		21.69
31043 - Driver Courier		16.73
31260 - Parking and Lot Attendant		9.63
31290 - Shuttle Bus Driver		18.07

31310 - Taxi Driver	12.46
31361 - Truckdriver Light	18.07
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	23.57
31364 - Truckdriver Tractor-Trailer	23.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.12
99050 - Desk Clerk	13.10
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.83
99252 - Laboratory Animal Caretaker II	14.94
99260 - Marketing Analyst	27.79
99310 - Mortician	25.35
99410 - Pest Controller	19.94
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	18.25
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	20.21
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	19.93
99830 - Survey Party Chief	37.37
99831 - Surveying Aide	25.20
99832 - Surveying Technician	27.40
99840 - Vending Machine Attendant	15.09
99841 - Vending Machine Repairer	18.31
99842 - Vending Machine Repairer Helper	15.09

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

Wage Determination No.: 2015-5596
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: Nevada

Area: Nevada Counties of Storey Washoe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.58
01013 - Accounting Clerk III		19.67
01020 - Administrative Assistant		29.20
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		13.14
01042 - Customer Service Representative II		14.78
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.86
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		17.24

01090 - Duplicating Machine Operator	17.24
01111 - General Clerk I	14.71
01112 - General Clerk II	16.05
01113 - General Clerk III	18.01
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	15.82
01191 - Order Clerk I	16.76
01192 - Order Clerk II	18.28
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.15
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	21.27
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	29.20
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	15.09
01531 - Travel Clerk I	15.81
01532 - Travel Clerk II	16.79
01533 - Travel Clerk III	17.55
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.82
05010 - Automotive Electrician	22.21
05040 - Automotive Glass Installer	21.04
05070 - Automotive Worker	21.04
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	23.45
05160 - Motor Equipment Metal Worker	21.04
05190 - Motor Vehicle Mechanic	23.45
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.89
05280 - Motor Vehicle Wrecker	21.04
05310 - Painter Automotive	22.21
05340 - Radiator Repair Specialist	21.04
05370 - Tire Repairer	17.62
05400 - Transmission Repair Specialist	23.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.82
07041 - Cook I	16.99
07042 - Cook II	19.15
07070 - Dishwasher	10.42
07130 - Food Service Worker	11.62
07210 - Meat Cutter	23.07

07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.88
09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	18.70
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	13.75
11090 - Gardener	18.25
11122 - Housekeeping Aide	12.63
11150 - Janitor	12.63
11210 - Laborer Grounds Maintenance	14.63
11240 - Maid or Houseman	12.13
11260 - Pruner	13.51
11270 - Tractor Operator	16.89
11330 - Trail Maintenance Worker	14.63
11360 - Window Cleaner	13.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.39
12011 - Breath Alcohol Technician	23.46
12012 - Certified Occupational Therapist Assistant	35.75
12015 - Certified Physical Therapist Assistant	26.10
12020 - Dental Assistant	20.90
12025 - Dental Hygienist	45.50
12030 - EKG Technician	35.78
12035 - Electroneurodiagnostic Technologist	35.78
12040 - Emergency Medical Technician	19.39
12071 - Licensed Practical Nurse I	23.29
12072 - Licensed Practical Nurse II	26.06
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	17.47
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	18.13
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	57.24
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.03
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	20.05
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	18.89
12305 - Radiologic Technologist	32.74
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14

12313 - Registered Nurse II Specialist		35.14
12314 - Registered Nurse III		40.94
12315 - Registered Nurse III Anesthetist		40.94
12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		32.27
12320 - Substance Abuse Treatment Counselor		27.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.29
13012 - Exhibits Specialist II		30.08
13013 - Exhibits Specialist III		36.80
13041 - Illustrator I		24.29
13042 - Illustrator II		30.08
13043 - Illustrator III		36.80
13047 - Librarian		33.32
13050 - Library Aide/Clerk		20.92
13054 - Library Information Technology Systems Administrator		30.08
13058 - Library Technician		23.05
13061 - Media Specialist I		21.71
13062 - Media Specialist II		24.29
13063 - Media Specialist III		27.08
13071 - Photographer I		15.87
13072 - Photographer II		17.74
13073 - Photographer III		21.98
13074 - Photographer IV		26.88
13075 - Photographer V		32.53
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.87
14042 - Computer Operator II		18.80
14043 - Computer Operator III		21.04
14044 - Computer Operator IV		23.38
14045 - Computer Operator V		25.90
14071 - Computer Programmer I	(see 1)	22.61
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		16.87
14160 - Personal Computer Support Technician		23.38
14170 - System Support Specialist		30.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.76
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		34.68

15070 - Flight Instructor (Pilot) 42.76
15080 - Graphic Artist 23.61
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 21.44
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 28.25
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.61
21030 - Material Coordinator 21.27
21040 - Material Expediter 21.27
21050 - Material Handling Laborer 15.28
21071 - Order Filler 15.54
21080 - Production Line Worker (Food Processing) 19.61
21110 - Shipping Packer 17.37
21130 - Shipping/Receiving Clerk 17.37
21140 - Store Worker I 15.09
21150 - Stock Clerk 19.14
21210 - Tools And Parts Attendant 19.61
21410 - Warehouse Specialist 19.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.15
23019 - Aircraft Logs and Records Technician 24.36
23021 - Aircraft Mechanic I 28.72
23022 - Aircraft Mechanic II 30.15
23023 - Aircraft Mechanic III 31.64
23040 - Aircraft Mechanic Helper 21.16
23050 - Aircraft Painter 27.21
23060 - Aircraft Servicer 24.36
23070 - Aircraft Survival Flight Equipment Technician 27.21
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.72
23110 - Appliance Mechanic 21.84
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 27.01
23130 - Carpenter Maintenance 24.82
23140 - Carpet Layer 29.58
23160 - Electrician Maintenance 27.43
23181 - Electronics Technician Maintenance I 29.59
23182 - Electronics Technician Maintenance II 31.25
23183 - Electronics Technician Maintenance III 32.99
23260 - Fabric Worker 22.91
23290 - Fire Alarm System Mechanic 28.56
23310 - Fire Extinguisher Repairer 21.49
23311 - Fuel Distribution System Mechanic 27.01
23312 - Fuel Distribution System Operator 21.51
23370 - General Maintenance Worker 21.20
23380 - Ground Support Equipment Mechanic 28.72
23381 - Ground Support Equipment Servicer 24.36
23382 - Ground Support Equipment Worker 25.76
23391 - Gunsmith I 21.49
23392 - Gunsmith II 24.23
23393 - Gunsmith III 27.01
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.28
23430 - Heavy Equipment Mechanic 30.20
23440 - Heavy Equipment Operator 29.30
23460 - Instrument Mechanic 27.01
23465 - Laboratory/Shelter Mechanic 25.58
23470 - Laborer 15.28
23510 - Locksmith 26.95
23530 - Machinery Maintenance Mechanic 23.84
23550 - Machinist Maintenance 21.70
23580 - Maintenance Trades Helper 16.61
23591 - Metrology Technician I 27.01
23592 - Metrology Technician II 28.36
23593 - Metrology Technician III 29.75
23640 - Millwright 27.01
23710 - Office Appliance Repairer 20.16
23760 - Painter Maintenance 18.20
23790 - Pipefitter Maintenance 30.17
23810 - Plumber Maintenance 28.57
23820 - Pneudraulic Systems Mechanic 27.01
23850 - Rigger 27.01
23870 - Scale Mechanic 24.23
23890 - Sheet-Metal Worker Maintenance 30.93
23910 - Small Engine Mechanic 23.09
23931 - Telecommunications Mechanic I 26.53

23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 27.01
23960 - Welder Combination Maintenance 21.89
23965 - Well Driller 27.01
23970 - Woodcraft Worker 27.01
23980 - Woodworker 21.49
24000 - Personal Needs Occupations
24550 - Case Manager 18.42
24570 - Child Care Attendant 12.05
24580 - Child Care Center Clerk 15.40
24610 - Chore Aide 11.46
24620 - Family Readiness And Support Services Coordinator 18.42
24630 - Homemaker 18.42
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.01
25040 - Sewage Plant Operator 36.01
25070 - Stationary Engineer 27.01
25190 - Ventilation Equipment Tender 19.90
25210 - Water Treatment Plant Operator 36.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.26
27007 - Baggage Inspector 12.37
27008 - Corrections Officer 27.30
27010 - Court Security Officer 27.30
27030 - Detection Dog Handler 18.18
27040 - Detention Officer 27.30
27070 - Firefighter 27.30
27101 - Guard I 12.37
27102 - Guard II 18.18
27131 - Police Officer I 31.05
27132 - Police Officer II 34.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.28
28042 - Carnival Equipment Repairer 14.35
28043 - Carnival Worker 10.62
28210 - Gate Attendant/Gate Tender 14.66
28310 - Lifeguard 11.84
28350 - Park Attendant (Aide) 16.41
28510 - Recreation Aide/Health Facility Attendant 11.97
28515 - Recreation Specialist 20.32
28630 - Sports Official 13.06
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.23
29020 - Hatch Tender 24.23
29030 - Line Handler 24.23
29041 - Stevedore I 22.91
29042 - Stevedore II 25.58
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 18.02
30022 - Archeological Technician II 20.17
30023 - Archeological Technician III 24.55
30030 - Cartographic Technician 24.55
30040 - Civil Engineering Technician 28.52
30051 - Cryogenic Technician I 26.17
30052 - Cryogenic Technician II 28.91
30061 - Drafter/CAD Operator I 18.02
30062 - Drafter/CAD Operator II 20.17
30063 - Drafter/CAD Operator III 22.50
30064 - Drafter/CAD Operator IV 27.19
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.96
30083 - Engineering Technician III 20.10
30084 - Engineering Technician IV 24.88
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.85
30090 - Environmental Technician 27.01
30095 - Evidence Control Specialist 23.63
30210 - Laboratory Technician 17.39
30221 - Latent Fingerprint Technician I 35.73
30222 - Latent Fingerprint Technician II 39.46
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 20.22
30362 - Paralegal/Legal Assistant II 25.06
30363 - Paralegal/Legal Assistant III 30.36
30364 - Paralegal/Legal Assistant IV 37.09
30375 - Petroleum Supply Specialist 28.91
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 28.91
30461 - Technical Writer I 30.04
30462 - Technical Writer II 35.23
30463 - Technical Writer III 37.07
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 27.19
30502 - Weather Forecaster II 33.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.50
30621 - Weather Observer Senior (see 2) 24.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.37
31030 - Bus Driver 21.69

31043 - Driver Courier	16.73
31260 - Parking and Lot Attendant	9.63
31290 - Shuttle Bus Driver	18.07
31310 - Taxi Driver	12.46
31361 - Truckdriver Light	18.07
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	23.57
31364 - Truckdriver Tractor-Trailer	23.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.12
99050 - Desk Clerk	13.10
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.83
99252 - Laboratory Animal Caretaker II	14.94
99260 - Marketing Analyst	27.79
99310 - Mortician	25.35
99410 - Pest Controller	19.94
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	18.25
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	20.21
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	19.93
99830 - Survey Party Chief	37.37
99831 - Surveying Aide	25.20
99832 - Surveying Technician	27.40
99840 - Vending Machine Attendant	15.09
99841 - Vending Machine Repairer	18.31
99842 - Vending Machine Repairer Helper	15.09

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

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.: 2015-5597
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: Nevada

Area: Nevada Counties of Churchill Douglas Lyon Mineral

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.07
01043 - Customer Service Representative III		15.35
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		24.29
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.37
01112 - General Clerk II		15.68

01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.62
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	21.52
01410 - Supply Technician	30.26
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	25.61
05040 - Automotive Glass Installer	24.28
05070 - Automotive Worker	24.28
05110 - Mobile Equipment Servicer	21.72
05130 - Motor Equipment Metal Mechanic	26.93
05160 - Motor Equipment Metal Worker	24.28
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	20.39
05250 - Motor Vehicle Upholstery Worker	23.00
05280 - Motor Vehicle Wrecker	24.28
05310 - Painter Automotive	25.61
05340 - Radiator Repair Specialist	24.28
05370 - Tire Repairer	15.35
05400 - Transmission Repair Specialist	26.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73
07041 - Cook I	13.68
07042 - Cook II	15.28
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.91
07210 - Meat Cutter	21.51
07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28

09040 - Furniture Handler	19.48
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.05
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	12.97
11090 - Gardener	18.32
11122 - Housekeeping Aide	12.97
11150 - Janitor	12.97
11210 - Laborer Grounds Maintenance	15.05
11240 - Maid or Houseman	10.44
11260 - Pruner	13.88
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	20.93
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.75
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	19.68
12025 - Dental Hygienist	45.65
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	20.93
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	26.39
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	54.06
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	22.97
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	16.10
12305 - Radiologic Technologist	33.92
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II Specialist	35.14
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III Anesthetist	40.94

12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		27.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		26.10
13013 - Exhibits Specialist III		32.35
13041 - Illustrator I		21.37
13042 - Illustrator II		26.10
13043 - Illustrator III		32.35
13047 - Librarian		29.32
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		26.48
13058 - Library Technician		18.86
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.08
13063 - Media Specialist III		23.84
13071 - Photographer I		18.61
13072 - Photographer II		20.83
13073 - Photographer III		25.80
13074 - Photographer IV		31.56
13075 - Photographer V		38.17
13090 - Technical Order Library Clerk		19.25
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.44
14042 - Computer Operator II		18.39
14043 - Computer Operator III		20.51
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	22.61
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		16.44
14160 - Personal Computer Support Technician		22.78
14170 - System Support Specialist		32.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		35.96
15070 - Flight Instructor (Pilot)		41.25
15080 - Graphic Artist		27.31
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 26.11
15095 - Technical Instructor/Course Developer 30.17
15110 - Test Proctor 21.72
15120 - Tutor 21.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.02
19040 - Tool And Die Maker 33.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.40
21030 - Material Coordinator 25.62
21040 - Material Expediter 25.62
21050 - Material Handling Laborer 16.94
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 18.40
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 16.52
21150 - Stock Clerk 20.90
21210 - Tools And Parts Attendant 18.40
21410 - Warehouse Specialist 18.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 42.63
23019 - Aircraft Logs and Records Technician 35.40
23021 - Aircraft Mechanic I 40.89
23022 - Aircraft Mechanic II 42.63
23023 - Aircraft Mechanic III 44.24
23040 - Aircraft Mechanic Helper 31.47
23050 - Aircraft Painter 39.49
23060 - Aircraft Servicer 35.40
23070 - Aircraft Survival Flight Equipment Technician 39.49
23080 - Aircraft Worker 37.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 37.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 40.89
23110 - Appliance Mechanic 28.02

23120 - Bicycle Repairer	21.62
23125 - Cable Splicer	35.82
23130 - Carpenter Maintenance	26.12
23140 - Carpet Layer	26.58
23160 - Electrician Maintenance	29.50
23181 - Electronics Technician Maintenance I	29.24
23182 - Electronics Technician Maintenance II	30.82
23183 - Electronics Technician Maintenance III	32.43
23260 - Fabric Worker	25.17
23290 - Fire Alarm System Mechanic	29.48
23310 - Fire Extinguisher Repairer	23.79
23311 - Fuel Distribution System Mechanic	28.00
23312 - Fuel Distribution System Operator	22.60
23370 - General Maintenance Worker	22.07
23380 - Ground Support Equipment Mechanic	40.89
23381 - Ground Support Equipment Servicer	35.40
23382 - Ground Support Equipment Worker	37.27
23391 - Gunsmith I	23.79
23392 - Gunsmith II	26.58
23393 - Gunsmith III	29.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.24
23430 - Heavy Equipment Mechanic	33.41
23440 - Heavy Equipment Operator	25.42
23460 - Instrument Mechanic	33.88
23465 - Laboratory/Shelter Mechanic	28.02
23470 - Laborer	15.10
23510 - Locksmith	28.02
23530 - Machinery Maintenance Mechanic	31.16
23550 - Machinist Maintenance	21.46
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	33.88
23592 - Metrology Technician II	35.45
23593 - Metrology Technician III	36.88
23640 - Millwright	29.48
23710 - Office Appliance Repairer	22.18
23760 - Painter Maintenance	22.02
23790 - Pipefitter Maintenance	28.60
23810 - Plumber Maintenance	27.19
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	29.48
23870 - Scale Mechanic	26.58
23890 - Sheet-Metal Worker Maintenance	30.80
23910 - Small Engine Mechanic	26.34
23931 - Telecommunications Mechanic I	30.32
23932 - Telecommunications Mechanic II	31.74
23950 - Telephone Lineman	28.00
23960 - Welder Combination Maintenance	25.53

23965 - Well Driller	31.04
23970 - Woodcraft Worker	29.48
23980 - Woodworker	23.79
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	11.17
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.48
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	29.48
25190 - Ventilation Equipment Tender	22.34
25210 - Water Treatment Plant Operator	26.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	26.94
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	26.94
27070 - Firefighter	22.91
27101 - Guard I	15.60
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.93
28043 - Carnival Worker	10.56
28210 - Gate Attendant/Gate Tender	17.22
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	19.27
28510 - Recreation Aide/Health Facility Attendant	14.06
28515 - Recreation Specialist	23.86
28630 - Sports Official	15.33
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.53
29020 - Hatch Tender	31.53
29030 - Line Handler	31.53
29041 - Stevedore I	30.47
29042 - Stevedore II	34.02
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.42
30023 - Archeological Technician III		25.28
30030 - Cartographic Technician		25.28
30040 - Civil Engineering Technician		26.64
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.94
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.42
30063 - Drafter/CAD Operator III		22.76
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		17.60
30082 - Engineering Technician II		19.76
30083 - Engineering Technician III		22.11
30084 - Engineering Technician IV		27.37
30085 - Engineering Technician V		33.50
30086 - Engineering Technician VI		40.54
30090 - Environmental Technician		27.01
30095 - Evidence Control Specialist		25.28
30210 - Laboratory Technician		27.42
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.94
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.94
30362 - Paralegal/Legal Assistant II		25.93
30363 - Paralegal/Legal Assistant III		31.73
30364 - Paralegal/Legal Assistant IV		38.39
30375 - Petroleum Supply Specialist		30.94
30390 - Photo-Optics Technician		24.80
30395 - Radiation Control Technician		30.94
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.94
30463 - Technical Writer III		37.43
30491 - Unexploded Ordnance (UXO) Technician I		25.73
30492 - Unexploded Ordnance (UXO) Technician II		31.13
30493 - Unexploded Ordnance (UXO) Technician III		37.31
30494 - Unexploded (UXO) Safety Escort		25.73
30495 - Unexploded (UXO) Sweep Personnel		25.73
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.76
30621 - Weather Observer Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.13
31020 - Bus Aide		21.05
31030 - Bus Driver		27.43
31043 - Driver Courier		15.81
31260 - Parking and Lot Attendant		10.59
31290 - Shuttle Bus Driver		16.70

31310 - Taxi Driver	13.10
31361 - Truckdriver Light	16.70
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	29.48
31364 - Truckdriver Tractor-Trailer	29.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.86
99050 - Desk Clerk	10.51
99095 - Embalmer	25.73
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	14.97
99260 - Marketing Analyst	23.78
99310 - Mortician	25.73
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	20.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	34.27
99831 - Surveying Aide	23.11
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	13.60

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5598
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Nevada

Area: Nevada Counties of Churchill Douglas Lyon Mineral

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.07
01043 - Customer Service Representative III		15.35
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		24.29
01070 - Document Preparation Clerk		15.67

01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	14.37
01112 - General Clerk II	15.68
01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.62
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	21.52
01410 - Supply Technician	30.26
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	25.61
05040 - Automotive Glass Installer	24.28
05070 - Automotive Worker	24.28
05110 - Mobile Equipment Servicer	21.72
05130 - Motor Equipment Metal Mechanic	26.93
05160 - Motor Equipment Metal Worker	24.28
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	20.39
05250 - Motor Vehicle Upholstery Worker	23.00
05280 - Motor Vehicle Wrecker	24.28
05310 - Painter Automotive	25.61
05340 - Radiator Repair Specialist	24.28
05370 - Tire Repairer	15.35
05400 - Transmission Repair Specialist	26.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73
07041 - Cook I	13.68
07042 - Cook II	15.28
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.91
07210 - Meat Cutter	21.51

07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.48
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.05
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	12.97
11090 - Gardener	18.32
11122 - Housekeeping Aide	12.97
11150 - Janitor	12.97
11210 - Laborer Grounds Maintenance	15.05
11240 - Maid or Houseman	10.44
11260 - Pruner	13.88
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	20.93
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.75
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	19.68
12025 - Dental Hygienist	45.65
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	20.93
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	26.39
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	54.06
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	22.97
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	16.10
12305 - Radiologic Technologist	33.92
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14

12313 - Registered Nurse II Specialist		35.14
12314 - Registered Nurse III		40.94
12315 - Registered Nurse III Anesthetist		40.94
12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		27.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		26.10
13013 - Exhibits Specialist III		32.35
13041 - Illustrator I		21.37
13042 - Illustrator II		26.10
13043 - Illustrator III		32.35
13047 - Librarian		29.32
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		26.48
13058 - Library Technician		18.86
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.08
13063 - Media Specialist III		23.84
13071 - Photographer I		18.61
13072 - Photographer II		20.83
13073 - Photographer III		25.80
13074 - Photographer IV		31.56
13075 - Photographer V		38.17
13090 - Technical Order Library Clerk		19.25
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.44
14042 - Computer Operator II		18.39
14043 - Computer Operator III		20.51
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	22.61
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		16.44
14160 - Personal Computer Support Technician		22.78
14170 - System Support Specialist		32.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		35.96

15070 - Flight Instructor (Pilot) 41.25
15080 - Graphic Artist 27.31
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 26.11
15095 - Technical Instructor/Course Developer 30.17
15110 - Test Proctor 21.72
15120 - Tutor 21.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.02
19040 - Tool And Die Maker 33.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.40
21030 - Material Coordinator 25.62
21040 - Material Expediter 25.62
21050 - Material Handling Laborer 16.94
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 18.40
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 16.52
21150 - Stock Clerk 20.90
21210 - Tools And Parts Attendant 18.40
21410 - Warehouse Specialist 18.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 42.63
23019 - Aircraft Logs and Records Technician 35.40
23021 - Aircraft Mechanic I 40.89
23022 - Aircraft Mechanic II 42.63
23023 - Aircraft Mechanic III 44.24
23040 - Aircraft Mechanic Helper 31.47
23050 - Aircraft Painter 39.49
23060 - Aircraft Servicer 35.40
23070 - Aircraft Survival Flight Equipment Technician 39.49
23080 - Aircraft Worker 37.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 37.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 40.89
II
23110 - Appliance Mechanic 28.02
23120 - Bicycle Repairer 21.62
23125 - Cable Splicer 35.82
23130 - Carpenter Maintenance 26.12
23140 - Carpet Layer 26.58
23160 - Electrician Maintenance 29.50
23181 - Electronics Technician Maintenance I 29.24
23182 - Electronics Technician Maintenance II 30.82
23183 - Electronics Technician Maintenance III 32.43
23260 - Fabric Worker 25.17
23290 - Fire Alarm System Mechanic 29.48
23310 - Fire Extinguisher Repairer 23.79
23311 - Fuel Distribution System Mechanic 28.00
23312 - Fuel Distribution System Operator 22.60
23370 - General Maintenance Worker 22.07
23380 - Ground Support Equipment Mechanic 40.89
23381 - Ground Support Equipment Servicer 35.40
23382 - Ground Support Equipment Worker 37.27
23391 - Gunsmith I 23.79
23392 - Gunsmith II 26.58
23393 - Gunsmith III 29.48
23410 - Heating Ventilation And Air-Conditioning 27.93
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.24
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 33.41
23440 - Heavy Equipment Operator 25.42
23460 - Instrument Mechanic 33.88
23465 - Laboratory/Shelter Mechanic 28.02
23470 - Laborer 15.10
23510 - Locksmith 28.02
23530 - Machinery Maintenance Mechanic 31.16
23550 - Machinist Maintenance 21.46
23580 - Maintenance Trades Helper 16.61
23591 - Metrology Technician I 33.88
23592 - Metrology Technician II 35.45
23593 - Metrology Technician III 36.88
23640 - Millwright 29.48
23710 - Office Appliance Repairer 22.18
23760 - Painter Maintenance 22.02
23790 - Pipefitter Maintenance 28.60
23810 - Plumber Maintenance 27.19
23820 - Pneudraulic Systems Mechanic 29.48
23850 - Rigger 29.48
23870 - Scale Mechanic 26.58
23890 - Sheet-Metal Worker Maintenance 30.80
23910 - Small Engine Mechanic 26.34
23931 - Telecommunications Mechanic I 30.32

23932 - Telecommunications Mechanic II 31.74
23950 - Telephone Lineman 28.00
23960 - Welder Combination Maintenance 25.53
23965 - Well Driller 31.04
23970 - Woodcraft Worker 29.48
23980 - Woodworker 23.79
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 11.17
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 11.18
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 16.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.48
25040 - Sewage Plant Operator 26.90
25070 - Stationary Engineer 29.48
25190 - Ventilation Equipment Tender 22.34
25210 - Water Treatment Plant Operator 26.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.00
27007 - Baggage Inspector 15.60
27008 - Corrections Officer 26.94
27010 - Court Security Officer 25.60
27030 - Detection Dog Handler 18.18
27040 - Detention Officer 26.94
27070 - Firefighter 22.91
27101 - Guard I 15.60
27102 - Guard II 18.18
27131 - Police Officer I 30.96
27132 - Police Officer II 34.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.09
28042 - Carnival Equipment Repairer 13.93
28043 - Carnival Worker 10.56
28210 - Gate Attendant/Gate Tender 17.22
28310 - Lifeguard 11.84
28350 - Park Attendant (Aide) 19.27
28510 - Recreation Aide/Health Facility Attendant 14.06
28515 - Recreation Specialist 23.86
28630 - Sports Official 15.33
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.53
29020 - Hatch Tender 31.53
29030 - Line Handler 31.53
29041 - Stevedore I 30.47
29042 - Stevedore II 34.02
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.74
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.42
30023 - Archeological Technician III 25.28
30030 - Cartographic Technician 25.28
30040 - Civil Engineering Technician 26.64
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.94
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.42
30063 - Drafter/CAD Operator III 22.76
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 17.60
30082 - Engineering Technician II 19.76
30083 - Engineering Technician III 22.11
30084 - Engineering Technician IV 27.37
30085 - Engineering Technician V 33.50
30086 - Engineering Technician VI 40.54
30090 - Environmental Technician 27.01
30095 - Evidence Control Specialist 25.28
30210 - Laboratory Technician 27.42
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.94
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 20.94
30362 - Paralegal/Legal Assistant II 25.93
30363 - Paralegal/Legal Assistant III 31.73
30364 - Paralegal/Legal Assistant IV 38.39
30375 - Petroleum Supply Specialist 30.94
30390 - Photo-Optics Technician 24.80
30395 - Radiation Control Technician 30.94
30461 - Technical Writer I 25.32
30462 - Technical Writer II 30.94
30463 - Technical Writer III 37.43
30491 - Unexploded Ordnance (UXO) Technician I 25.73
30492 - Unexploded Ordnance (UXO) Technician II 31.13
30493 - Unexploded Ordnance (UXO) Technician III 37.31
30494 - Unexploded (UXO) Safety Escort 25.73
30495 - Unexploded (UXO) Sweep Personnel 25.73
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.76
30621 - Weather Observer Senior (see 2) 25.28
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.13
31020 - Bus Aide 21.05
31030 - Bus Driver 27.43

31043 - Driver Courier	15.81
31260 - Parking and Lot Attendant	10.59
31290 - Shuttle Bus Driver	16.70
31310 - Taxi Driver	13.10
31361 - Truckdriver Light	16.70
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	29.48
31364 - Truckdriver Tractor-Trailer	29.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.86
99050 - Desk Clerk	10.51
99095 - Embalmer	25.73
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	14.97
99260 - Marketing Analyst	23.78
99310 - Mortician	25.73
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	20.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	34.27
99831 - Surveying Aide	23.11
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	13.60

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5599
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: Nevada

Area: Nevada Counties of Esmeralda Lincoln Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.93
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.97
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.07
01043 - Customer Service Representative III		15.35
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		16.75
01060 - Dispatcher Motor Vehicle		22.31
01070 - Document Preparation Clerk		13.71
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		14.37
01112 - General Clerk II		15.68

01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	20.62
01141 - Messenger Courier	11.48
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.62
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	20.00
01410 - Supply Technician	30.26
01420 - Survey Worker	17.26
01460 - Switchboard Operator/Receptionist	13.50
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.16
05010 - Automotive Electrician	25.61
05040 - Automotive Glass Installer	24.28
05070 - Automotive Worker	24.28
05110 - Mobile Equipment Servicer	21.72
05130 - Motor Equipment Metal Mechanic	26.93
05160 - Motor Equipment Metal Worker	24.28
05190 - Motor Vehicle Mechanic	26.26
05220 - Motor Vehicle Mechanic Helper	20.39
05250 - Motor Vehicle Upholstery Worker	23.00
05280 - Motor Vehicle Wrecker	24.28
05310 - Painter Automotive	25.61
05340 - Radiator Repair Specialist	24.28
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	26.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.68
07042 - Cook II	15.28
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	21.51
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.56

09040 - Furniture Handler	19.48
09080 - Furniture Refinisher	22.73
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.17
09130 - Upholsterer	27.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	12.82
11090 - Gardener	18.25
11122 - Housekeeping Aide	13.13
11150 - Janitor	13.13
11210 - Laborer Grounds Maintenance	15.05
11240 - Maid or Houseman	12.68
11260 - Pruner	13.88
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	14.21
12000 - Health Occupations	
12010 - Ambulance Driver	21.07
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.75
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	19.58
12025 - Dental Hygienist	45.65
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	21.07
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	26.39
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	54.06
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	22.97
12236 - Optical Technician	20.76
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	16.10
12305 - Radiologic Technologist	33.92
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)		30.47
12320 - Substance Abuse Treatment Counselor		27.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		31.94
13041 - Illustrator I		21.08
13042 - Illustrator II		26.10
13043 - Illustrator III		31.94
13047 - Librarian		30.46
13050 - Library Aide/Clerk		16.24
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		18.61
13072 - Photographer II		20.83
13073 - Photographer III		25.80
13074 - Photographer IV		31.56
13075 - Photographer V		38.17
13090 - Technical Order Library Clerk		19.25
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		32.57
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		31.34
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		28.15
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 26.91
15095 - Technical Instructor/Course Developer 32.92
15110 - Test Proctor 21.72
15120 - Tutor 21.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.02
19040 - Tool And Die Maker 33.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.06
21030 - Material Coordinator 25.62
21040 - Material Expediter 25.62
21050 - Material Handling Laborer 15.49
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 18.06
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 16.52
21150 - Stock Clerk 20.90
21210 - Tools And Parts Attendant 18.06
21410 - Warehouse Specialist 18.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 43.47
23019 - Aircraft Logs and Records Technician 35.50
23021 - Aircraft Mechanic I 41.55
23022 - Aircraft Mechanic II 43.47
23023 - Aircraft Mechanic III 45.23
23040 - Aircraft Mechanic Helper 31.96
23050 - Aircraft Painter 39.49
23060 - Aircraft Servicer 35.50
23070 - Aircraft Survival Flight Equipment Technician 39.49
23080 - Aircraft Worker 37.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 37.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 41.55
23110 - Appliance Mechanic 28.02

23120 - Bicycle Repairer 23.55
23125 - Cable Splicer 40.08
23130 - Carpenter Maintenance 26.16
23140 - Carpet Layer 26.58
23160 - Electrician Maintenance 29.50
23181 - Electronics Technician Maintenance I 29.24
23182 - Electronics Technician Maintenance II 31.13
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 25.17
23290 - Fire Alarm System Mechanic 29.48
23310 - Fire Extinguisher Repairer 23.79
23311 - Fuel Distribution System Mechanic 28.00
23312 - Fuel Distribution System Operator 22.60
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 41.55
23381 - Ground Support Equipment Servicer 35.50
23382 - Ground Support Equipment Worker 37.48
23391 - Gunsmith I 23.79
23392 - Gunsmith II 26.58
23393 - Gunsmith III 29.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.24
23430 - Heavy Equipment Mechanic 33.41
23440 - Heavy Equipment Operator 26.66
23460 - Instrument Mechanic 33.88
23465 - Laboratory/Shelter Mechanic 28.02
23470 - Laborer 15.49
23510 - Locksmith 28.02
23530 - Machinery Maintenance Mechanic 31.16
23550 - Machinist Maintenance 21.46
23580 - Maintenance Trades Helper 20.86
23591 - Metrology Technician I 33.88
23592 - Metrology Technician II 35.45
23593 - Metrology Technician III 36.88
23640 - Millwright 29.48
23710 - Office Appliance Repairer 22.47
23760 - Painter Maintenance 23.63
23790 - Pipefitter Maintenance 28.60
23810 - Plumber Maintenance 27.19
23820 - Pneudraulic Systems Mechanic 29.48
23850 - Rigger 29.48
23870 - Scale Mechanic 26.58
23890 - Sheet-Metal Worker Maintenance 31.83
23910 - Small Engine Mechanic 26.34
23931 - Telecommunications Mechanic I 30.32
23932 - Telecommunications Mechanic II 33.39
23950 - Telephone Lineman 28.00
23960 - Welder Combination Maintenance 25.53

23965 - Well Driller	31.04
23970 - Woodcraft Worker	29.48
23980 - Woodworker	23.79
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.48
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	29.48
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.02
27007 - Baggage Inspector	15.60
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	15.60
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.93
28043 - Carnival Worker	10.56
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.21
28515 - Recreation Specialist	23.68
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.02
29020 - Hatch Tender	36.02
29030 - Line Handler	36.02
29041 - Stevedore I	34.12
29042 - Stevedore II	37.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

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		26.64
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.94
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		18.42
30082 - Engineering Technician II		20.68
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		28.66
30085 - Engineering Technician V		35.07
30086 - Engineering Technician VI		42.43
30090 - Environmental Technician		25.28
30095 - Evidence Control Specialist		25.28
30210 - Laboratory Technician		28.76
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.94
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		20.94
30362 - Paralegal/Legal Assistant II		25.93
30363 - Paralegal/Legal Assistant III		31.73
30364 - Paralegal/Legal Assistant IV		38.39
30375 - Petroleum Supply Specialist		30.94
30390 - Photo-Optics Technician		28.17
30395 - Radiation Control Technician		30.94
30461 - Technical Writer I		25.28
30462 - Technical Writer II		30.94
30463 - Technical Writer III		37.43
30491 - Unexploded Ordnance (UXO) Technician I		25.73
30492 - Unexploded Ordnance (UXO) Technician II		31.13
30493 - Unexploded Ordnance (UXO) Technician III		37.31
30494 - Unexploded (UXO) Safety Escort		25.73
30495 - Unexploded (UXO) Sweep Personnel		25.73
30501 - Weather Forecaster I		30.87
30502 - Weather Forecaster II		37.54
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		31.13
31020 - Bus Aide		21.58
31030 - Bus Driver		27.91
31043 - Driver Courier		15.68
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		16.70

31310 - Taxi Driver	14.91
31361 - Truckdriver Light	16.70
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	29.48
31364 - Truckdriver Tractor-Trailer	29.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.86
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	14.97
99260 - Marketing Analyst	23.78
99310 - Mortician	30.13
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	22.07
99711 - Recycling Specialist	25.27
99730 - Refuse Collector	20.35
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	32.20
99831 - Surveying Aide	18.31
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	19.29
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 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.: 2015-5600
Revision No.: 14
Date Of Last Revision: 06/12/2020

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: Nevada

Area: Nevada Counties of Esmeralda Lincoln Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.93
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.97
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.07
01043 - Customer Service Representative III		15.35
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		16.75
01060 - Dispatcher Motor Vehicle		22.31
01070 - Document Preparation Clerk		13.71

01090 - Duplicating Machine Operator	13.71
01111 - General Clerk I	14.37
01112 - General Clerk II	15.68
01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	20.62
01141 - Messenger Courier	11.48
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.62
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	20.00
01410 - Supply Technician	30.26
01420 - Survey Worker	17.26
01460 - Switchboard Operator/Receptionist	13.50
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.16
05010 - Automotive Electrician	25.61
05040 - Automotive Glass Installer	24.28
05070 - Automotive Worker	24.28
05110 - Mobile Equipment Servicer	21.72
05130 - Motor Equipment Metal Mechanic	26.93
05160 - Motor Equipment Metal Worker	24.28
05190 - Motor Vehicle Mechanic	26.26
05220 - Motor Vehicle Mechanic Helper	20.39
05250 - Motor Vehicle Upholstery Worker	23.00
05280 - Motor Vehicle Wrecker	24.28
05310 - Painter Automotive	25.61
05340 - Radiator Repair Specialist	24.28
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	26.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.68
07042 - Cook II	15.28
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	21.51

07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.56
09040 - Furniture Handler	19.48
09080 - Furniture Refinisher	22.73
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.17
09130 - Upholsterer	27.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	12.82
11090 - Gardener	18.25
11122 - Housekeeping Aide	13.13
11150 - Janitor	13.13
11210 - Laborer Grounds Maintenance	15.05
11240 - Maid or Houseman	12.68
11260 - Pruner	13.88
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	14.21
12000 - Health Occupations	
12010 - Ambulance Driver	21.07
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.75
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	19.58
12025 - Dental Hygienist	45.65
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	21.07
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	26.39
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	54.06
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	22.97
12236 - Optical Technician	20.76
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	16.10
12305 - Radiologic Technologist	33.92
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)		30.47
12320 - Substance Abuse Treatment Counselor		27.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		31.94
13041 - Illustrator I		21.08
13042 - Illustrator II		26.10
13043 - Illustrator III		31.94
13047 - Librarian		30.46
13050 - Library Aide/Clerk		16.24
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		18.61
13072 - Photographer II		20.83
13073 - Photographer III		25.80
13074 - Photographer IV		31.56
13075 - Photographer V		38.17
13090 - Technical Order Library Clerk		19.25
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		32.57
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		31.34

15070 - Flight Instructor (Pilot) 41.62
15080 - Graphic Artist 28.15
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 26.91
15095 - Technical Instructor/Course Developer 32.92
15110 - Test Proctor 21.72
15120 - Tutor 21.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.43
16220 - Tailor 18.13
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.02
19040 - Tool And Die Maker 33.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.06
21030 - Material Coordinator 25.62
21040 - Material Expediter 25.62
21050 - Material Handling Laborer 15.49
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 18.06
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 16.52
21150 - Stock Clerk 20.90
21210 - Tools And Parts Attendant 18.06
21410 - Warehouse Specialist 18.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 43.47
23019 - Aircraft Logs and Records Technician 35.50
23021 - Aircraft Mechanic I 41.55
23022 - Aircraft Mechanic II 43.47
23023 - Aircraft Mechanic III 45.23
23040 - Aircraft Mechanic Helper 31.96
23050 - Aircraft Painter 39.49
23060 - Aircraft Servicer 35.50
23070 - Aircraft Survival Flight Equipment Technician 39.49
23080 - Aircraft Worker 37.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 37.48

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 41.55
II
23110 - Appliance Mechanic 28.02
23120 - Bicycle Repairer 23.55
23125 - Cable Splicer 40.08
23130 - Carpenter Maintenance 26.16
23140 - Carpet Layer 26.58
23160 - Electrician Maintenance 29.50
23181 - Electronics Technician Maintenance I 29.24
23182 - Electronics Technician Maintenance II 31.13
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 25.17
23290 - Fire Alarm System Mechanic 29.48
23310 - Fire Extinguisher Repairer 23.79
23311 - Fuel Distribution System Mechanic 28.00
23312 - Fuel Distribution System Operator 22.60
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 41.55
23381 - Ground Support Equipment Servicer 35.50
23382 - Ground Support Equipment Worker 37.48
23391 - Gunsmith I 23.79
23392 - Gunsmith II 26.58
23393 - Gunsmith III 29.48
23410 - Heating Ventilation And Air-Conditioning 27.93
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.24
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 33.41
23440 - Heavy Equipment Operator 26.66
23460 - Instrument Mechanic 33.88
23465 - Laboratory/Shelter Mechanic 28.02
23470 - Laborer 15.49
23510 - Locksmith 28.02
23530 - Machinery Maintenance Mechanic 31.16
23550 - Machinist Maintenance 21.46
23580 - Maintenance Trades Helper 20.86
23591 - Metrology Technician I 33.88
23592 - Metrology Technician II 35.45
23593 - Metrology Technician III 36.88
23640 - Millwright 29.48
23710 - Office Appliance Repairer 22.47
23760 - Painter Maintenance 23.63
23790 - Pipefitter Maintenance 28.60
23810 - Plumber Maintenance 27.19
23820 - Pneudraulic Systems Mechanic 29.48
23850 - Rigger 29.48
23870 - Scale Mechanic 26.58
23890 - Sheet-Metal Worker Maintenance 31.83
23910 - Small Engine Mechanic 26.34
23931 - Telecommunications Mechanic I 30.32

23932 - Telecommunications Mechanic II 33.39
23950 - Telephone Lineman 28.00
23960 - Welder Combination Maintenance 25.53
23965 - Well Driller 31.04
23970 - Woodcraft Worker 29.48
23980 - Woodworker 23.79
24000 - Personal Needs Occupations
24550 - Case Manager 16.29
24570 - Child Care Attendant 12.74
24580 - Child Care Center Clerk 17.75
24610 - Chore Aide 11.18
24620 - Family Readiness And Support Services Coordinator 16.29
24630 - Homemaker 19.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.48
25040 - Sewage Plant Operator 30.12
25070 - Stationary Engineer 29.48
25190 - Ventilation Equipment Tender 22.77
25210 - Water Treatment Plant Operator 30.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.02
27007 - Baggage Inspector 15.60
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 15.60
27102 - Guard II 20.45
27131 - Police Officer I 28.20
27132 - Police Officer II 31.34
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.09
28042 - Carnival Equipment Repairer 13.93
28043 - Carnival Worker 10.56
28210 - Gate Attendant/Gate Tender 18.63
28310 - Lifeguard 11.52
28350 - Park Attendant (Aide) 20.85
28510 - Recreation Aide/Health Facility Attendant 15.21
28515 - Recreation Specialist 23.68
28630 - Sports Official 16.60
28690 - Swimming Pool Operator 20.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 36.02
29020 - Hatch Tender 36.02
29030 - Line Handler 36.02
29041 - Stevedore I 34.12
29042 - Stevedore II 37.98
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.74
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 26.64
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.94
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 18.42
30082 - Engineering Technician II 20.68
30083 - Engineering Technician III 23.33
30084 - Engineering Technician IV 28.66
30085 - Engineering Technician V 35.07
30086 - Engineering Technician VI 42.43
30090 - Environmental Technician 25.28
30095 - Evidence Control Specialist 25.28
30210 - Laboratory Technician 28.76
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.94
30240 - Mathematical Technician 28.17
30361 - Paralegal/Legal Assistant I 20.94
30362 - Paralegal/Legal Assistant II 25.93
30363 - Paralegal/Legal Assistant III 31.73
30364 - Paralegal/Legal Assistant IV 38.39
30375 - Petroleum Supply Specialist 30.94
30390 - Photo-Optics Technician 28.17
30395 - Radiation Control Technician 30.94
30461 - Technical Writer I 25.28
30462 - Technical Writer II 30.94
30463 - Technical Writer III 37.43
30491 - Unexploded Ordnance (UXO) Technician I 25.73
30492 - Unexploded Ordnance (UXO) Technician II 31.13
30493 - Unexploded Ordnance (UXO) Technician III 37.31
30494 - Unexploded (UXO) Safety Escort 25.73
30495 - Unexploded (UXO) Sweep Personnel 25.73
30501 - Weather Forecaster I 30.87
30502 - Weather Forecaster II 37.54
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 31.13
31020 - Bus Aide 21.58
31030 - Bus Driver 27.91

31043 - Driver Courier	15.68
31260 - Parking and Lot Attendant	11.11
31290 - Shuttle Bus Driver	16.70
31310 - Taxi Driver	14.91
31361 - Truckdriver Light	16.70
31362 - Truckdriver Medium	17.69
31363 - Truckdriver Heavy	29.48
31364 - Truckdriver Tractor-Trailer	29.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.86
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	14.97
99260 - Marketing Analyst	23.78
99310 - Mortician	30.13
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	22.07
99711 - Recycling Specialist	25.27
99730 - Refuse Collector	20.35
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	32.20
99831 - Surveying Aide	18.31
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	19.29
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 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.: 2015-5601
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: Nevada

Area: Nevada Counties of Elko Eureka Humboldt Lander Pershing White Pine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.06
01013 - Accounting Clerk III		19.08
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.12
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		23.78
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		14.37
01112 - General Clerk II		15.68

01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	16.67
01192 - Order Clerk II	19.71
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	19.89
01410 - Supply Technician	30.26
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.42
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	25.61
05040 - Automotive Glass Installer	24.28
05070 - Automotive Worker	24.28
05110 - Mobile Equipment Servicer	21.72
05130 - Motor Equipment Metal Mechanic	26.93
05160 - Motor Equipment Metal Worker	24.28
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	20.39
05250 - Motor Vehicle Upholstery Worker	23.00
05280 - Motor Vehicle Wrecker	24.28
05310 - Painter Automotive	25.61
05340 - Radiator Repair Specialist	24.28
05370 - Tire Repairer	17.86
05400 - Transmission Repair Specialist	26.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	15.45
07042 - Cook II	17.36
07070 - Dishwasher	9.92
07130 - Food Service Worker	10.91
07210 - Meat Cutter	21.51
07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28

09040 - Furniture Handler	19.73
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.05
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	12.82
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.82
11150 - Janitor	12.82
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	10.44
11260 - Pruner	13.57
11270 - Tractor Operator	16.91
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	13.91
12000 - Health Occupations	
12010 - Ambulance Driver	19.52
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.75
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	45.65
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	19.52
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	27.25
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	54.06
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	23.71
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	20.58
12280 - Phlebotomist	16.10
12305 - Radiologic Technologist	35.02
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II Specialist	35.14
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III Anesthetist	40.94

12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		29.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.07
13012 - Exhibits Specialist II		28.58
13013 - Exhibits Specialist III		34.95
13041 - Illustrator I		23.07
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		22.83
13061 - Media Specialist I		20.62
13062 - Media Specialist II		23.07
13063 - Media Specialist III		25.72
13071 - Photographer I		19.21
13072 - Photographer II		21.46
13073 - Photographer III		26.60
13074 - Photographer IV		32.53
13075 - Photographer V		39.36
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.44
14042 - Computer Operator II		18.39
14043 - Computer Operator III		20.51
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	22.61
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		16.44
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		29.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		35.96
15070 - Flight Instructor (Pilot)		41.25
15080 - Graphic Artist		30.17
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 26.91
15095 - Technical Instructor/Course Developer 32.92
15110 - Test Proctor 21.72
15120 - Tutor 21.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.50
16220 - Tailor 18.66
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.48
19040 - Tool And Die Maker 33.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.49
21030 - Material Coordinator 26.21
21040 - Material Expediter 26.21
21050 - Material Handling Laborer 17.68
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 24.49
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 16.52
21150 - Stock Clerk 20.90
21210 - Tools And Parts Attendant 24.49
21410 - Warehouse Specialist 24.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.84
23019 - Aircraft Logs and Records Technician 32.20
23021 - Aircraft Mechanic I 37.96
23022 - Aircraft Mechanic II 39.84
23023 - Aircraft Mechanic III 41.81
23040 - Aircraft Mechanic Helper 28.06
23050 - Aircraft Painter 35.95
23060 - Aircraft Servicer 32.20
23070 - Aircraft Survival Flight Equipment Technician 35.95
23080 - Aircraft Worker 34.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.96
23110 - Appliance Mechanic 29.06

23120 - Bicycle Repairer	21.62
23125 - Cable Splicer	35.82
23130 - Carpenter Maintenance	23.26
23140 - Carpet Layer	27.75
23160 - Electrician Maintenance	33.26
23181 - Electronics Technician Maintenance I	29.77
23182 - Electronics Technician Maintenance II	32.68
23183 - Electronics Technician Maintenance III	34.51
23260 - Fabric Worker	26.04
23290 - Fire Alarm System Mechanic	30.20
23310 - Fire Extinguisher Repairer	24.51
23311 - Fuel Distribution System Mechanic	31.37
23312 - Fuel Distribution System Operator	25.05
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	37.96
23381 - Ground Support Equipment Servicer	32.20
23382 - Ground Support Equipment Worker	34.07
23391 - Gunsmith I	24.51
23392 - Gunsmith II	27.54
23393 - Gunsmith III	30.62
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.24
23430 - Heavy Equipment Mechanic	33.41
23440 - Heavy Equipment Operator	25.63
23460 - Instrument Mechanic	34.18
23465 - Laboratory/Shelter Mechanic	29.06
23470 - Laborer	17.02
23510 - Locksmith	28.02
23530 - Machinery Maintenance Mechanic	31.16
23550 - Machinist Maintenance	27.47
23580 - Maintenance Trades Helper	19.01
23591 - Metrology Technician I	34.18
23592 - Metrology Technician II	35.78
23593 - Metrology Technician III	37.22
23640 - Millwright	30.62
23710 - Office Appliance Repairer	28.02
23760 - Painter Maintenance	21.38
23790 - Pipefitter Maintenance	28.60
23810 - Plumber Maintenance	27.19
23820 - Pneudraulic Systems Mechanic	30.62
23850 - Rigger	30.62
23870 - Scale Mechanic	27.54
23890 - Sheet-Metal Worker Maintenance	34.02
23910 - Small Engine Mechanic	26.34
23931 - Telecommunications Mechanic I	30.32
23932 - Telecommunications Mechanic II	31.74
23950 - Telephone Lineman	27.59
23960 - Welder Combination Maintenance	27.80

23965 - Well Driller	31.55
23970 - Woodcraft Worker	30.62
23980 - Woodworker	24.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.19
24570 - Child Care Attendant	11.17
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	15.19
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.46
25040 - Sewage Plant Operator	29.59
25070 - Stationary Engineer	30.46
25190 - Ventilation Equipment Tender	23.00
25210 - Water Treatment Plant Operator	29.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	26.94
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	26.94
27070 - Firefighter	25.13
27101 - Guard I	15.60
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	14.67
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	19.46
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	21.76
28510 - Recreation Aide/Health Facility Attendant	15.88
28515 - Recreation Specialist	26.95
28630 - Sports Official	17.33
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.07
29020 - Hatch Tender	34.07
29030 - Line Handler	34.07
29041 - Stevedore I	32.20
29042 - Stevedore II	35.95
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.42
30023 - Archeological Technician III		25.28
30030 - Cartographic Technician		25.28
30040 - Civil Engineering Technician		26.90
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.94
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.42
30063 - Drafter/CAD Operator III		22.76
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		27.01
30095 - Evidence Control Specialist		25.28
30210 - Laboratory Technician		27.42
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.94
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.94
30362 - Paralegal/Legal Assistant II		25.93
30363 - Paralegal/Legal Assistant III		31.73
30364 - Paralegal/Legal Assistant IV		38.39
30375 - Petroleum Supply Specialist		30.94
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		30.94
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.94
30463 - Technical Writer III		37.43
30491 - Unexploded Ordnance (UXO) Technician I		25.73
30492 - Unexploded Ordnance (UXO) Technician II		31.13
30493 - Unexploded Ordnance (UXO) Technician III		37.31
30494 - Unexploded (UXO) Safety Escort		25.73
30495 - Unexploded (UXO) Sweep Personnel		25.73
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.76
30621 - Weather Observer Senior	(see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.13
31020 - Bus Aide		21.05
31030 - Bus Driver		27.43
31043 - Driver Courier		17.35
31260 - Parking and Lot Attendant		12.82
31290 - Shuttle Bus Driver		17.64

31310 - Taxi Driver	13.13
31361 - Truckdriver Light	17.64
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	29.91
31364 - Truckdriver Tractor-Trailer	29.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.86
99050 - Desk Clerk	10.44
99095 - Embalmer	25.73
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	14.97
99260 - Marketing Analyst	27.20
99310 - Mortician	25.73
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	20.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	34.26
99831 - Surveying Aide	23.10
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	14.96
99841 - Vending Machine Repairer	17.92
99842 - Vending Machine Repairer Helper	14.96

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5602
Revision No.: 12
Date Of Last Revision: 06/12/2020

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: Nevada

Area: Nevada Counties of Elko Eureka Humboldt Lander Pershing White Pine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.06
01013 - Accounting Clerk III		19.08
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.12
01051 - Data Entry Operator I		14.40
01052 - Data Entry Operator II		15.71
01060 - Dispatcher Motor Vehicle		23.78
01070 - Document Preparation Clerk		15.67

01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	14.37
01112 - General Clerk II	15.68
01113 - General Clerk III	17.61
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	16.67
01192 - Order Clerk II	19.71
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	19.89
01410 - Supply Technician	30.26
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.42
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	25.61
05040 - Automotive Glass Installer	24.28
05070 - Automotive Worker	24.28
05110 - Mobile Equipment Servicer	21.72
05130 - Motor Equipment Metal Mechanic	26.93
05160 - Motor Equipment Metal Worker	24.28
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	20.39
05250 - Motor Vehicle Upholstery Worker	23.00
05280 - Motor Vehicle Wrecker	24.28
05310 - Painter Automotive	25.61
05340 - Radiator Repair Specialist	24.28
05370 - Tire Repairer	17.86
05400 - Transmission Repair Specialist	26.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	15.45
07042 - Cook II	17.36
07070 - Dishwasher	9.92
07130 - Food Service Worker	10.91
07210 - Meat Cutter	21.51

07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.73
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.05
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	12.82
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.82
11150 - Janitor	12.82
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	10.44
11260 - Pruner	13.57
11270 - Tractor Operator	16.91
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	13.91
12000 - Health Occupations	
12010 - Ambulance Driver	19.52
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.75
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	45.65
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	19.52
12071 - Licensed Practical Nurse I	22.00
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	27.25
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	54.06
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	23.71
12236 - Optical Technician	21.14
12250 - Pharmacy Technician	20.58
12280 - Phlebotomist	16.10
12305 - Radiologic Technologist	35.02
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14

12313 - Registered Nurse II Specialist		35.14
12314 - Registered Nurse III		40.94
12315 - Registered Nurse III Anesthetist		40.94
12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		29.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.07
13012 - Exhibits Specialist II		28.58
13013 - Exhibits Specialist III		34.95
13041 - Illustrator I		23.07
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		22.83
13061 - Media Specialist I		20.62
13062 - Media Specialist II		23.07
13063 - Media Specialist III		25.72
13071 - Photographer I		19.21
13072 - Photographer II		21.46
13073 - Photographer III		26.60
13074 - Photographer IV		32.53
13075 - Photographer V		39.36
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.44
14042 - Computer Operator II		18.39
14043 - Computer Operator III		20.51
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	22.61
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		16.44
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		29.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.62
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		41.25
15050 - Computer Based Training Specialist / Instructor		29.62
15060 - Educational Technologist		35.96

15070 - Flight Instructor (Pilot) 41.25
15080 - Graphic Artist 30.17
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 26.91
15095 - Technical Instructor/Course Developer 32.92
15110 - Test Proctor 21.72
15120 - Tutor 21.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.63
16030 - Counter Attendant 14.63
16040 - Dry Cleaner 16.73
16070 - Finisher Flatwork Machine 14.63
16090 - Presser Hand 14.63
16110 - Presser Machine Drycleaning 14.63
16130 - Presser Machine Shirts 14.63
16160 - Presser Machine Wearing Apparel Laundry 14.63
16190 - Sewing Machine Operator 17.50
16220 - Tailor 18.66
16250 - Washer Machine 15.33
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.48
19040 - Tool And Die Maker 33.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.49
21030 - Material Coordinator 26.21
21040 - Material Expediter 26.21
21050 - Material Handling Laborer 17.68
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 24.49
21110 - Shipping Packer 16.57
21130 - Shipping/Receiving Clerk 16.57
21140 - Store Worker I 16.52
21150 - Stock Clerk 20.90
21210 - Tools And Parts Attendant 24.49
21410 - Warehouse Specialist 24.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.84
23019 - Aircraft Logs and Records Technician 32.20
23021 - Aircraft Mechanic I 37.96
23022 - Aircraft Mechanic II 39.84
23023 - Aircraft Mechanic III 41.81
23040 - Aircraft Mechanic Helper 28.06
23050 - Aircraft Painter 35.95
23060 - Aircraft Servicer 32.20
23070 - Aircraft Survival Flight Equipment Technician 35.95
23080 - Aircraft Worker 34.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 37.96
II
23110 - Appliance Mechanic 29.06
23120 - Bicycle Repairer 21.62
23125 - Cable Splicer 35.82
23130 - Carpenter Maintenance 23.26
23140 - Carpet Layer 27.75
23160 - Electrician Maintenance 33.26
23181 - Electronics Technician Maintenance I 29.77
23182 - Electronics Technician Maintenance II 32.68
23183 - Electronics Technician Maintenance III 34.51
23260 - Fabric Worker 26.04
23290 - Fire Alarm System Mechanic 30.20
23310 - Fire Extinguisher Repairer 24.51
23311 - Fuel Distribution System Mechanic 31.37
23312 - Fuel Distribution System Operator 25.05
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 37.96
23381 - Ground Support Equipment Servicer 32.20
23382 - Ground Support Equipment Worker 34.07
23391 - Gunsmith I 24.51
23392 - Gunsmith II 27.54
23393 - Gunsmith III 30.62
23410 - Heating Ventilation And Air-Conditioning 27.93
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.24
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 33.41
23440 - Heavy Equipment Operator 25.63
23460 - Instrument Mechanic 34.18
23465 - Laboratory/Shelter Mechanic 29.06
23470 - Laborer 17.02
23510 - Locksmith 28.02
23530 - Machinery Maintenance Mechanic 31.16
23550 - Machinist Maintenance 27.47
23580 - Maintenance Trades Helper 19.01
23591 - Metrology Technician I 34.18
23592 - Metrology Technician II 35.78
23593 - Metrology Technician III 37.22
23640 - Millwright 30.62
23710 - Office Appliance Repairer 28.02
23760 - Painter Maintenance 21.38
23790 - Pipefitter Maintenance 28.60
23810 - Plumber Maintenance 27.19
23820 - Pneudraulic Systems Mechanic 30.62
23850 - Rigger 30.62
23870 - Scale Mechanic 27.54
23890 - Sheet-Metal Worker Maintenance 34.02
23910 - Small Engine Mechanic 26.34
23931 - Telecommunications Mechanic I 30.32

23932 - Telecommunications Mechanic II 31.74
23950 - Telephone Lineman 27.59
23960 - Welder Combination Maintenance 27.80
23965 - Well Driller 31.55
23970 - Woodcraft Worker 30.62
23980 - Woodworker 24.23
24000 - Personal Needs Occupations
24550 - Case Manager 15.19
24570 - Child Care Attendant 11.17
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 11.18
24620 - Family Readiness And Support Services Coordinator 15.19
24630 - Homemaker 16.68
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.46
25040 - Sewage Plant Operator 29.59
25070 - Stationary Engineer 30.46
25190 - Ventilation Equipment Tender 23.00
25210 - Water Treatment Plant Operator 29.59
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.00
27007 - Baggage Inspector 15.60
27008 - Corrections Officer 26.94
27010 - Court Security Officer 25.60
27030 - Detection Dog Handler 18.18
27040 - Detention Officer 26.94
27070 - Firefighter 25.13
27101 - Guard I 15.60
27102 - Guard II 18.18
27131 - Police Officer I 30.96
27132 - Police Officer II 34.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.67
28042 - Carnival Equipment Repairer 14.67
28043 - Carnival Worker 10.96
28210 - Gate Attendant/Gate Tender 19.46
28310 - Lifeguard 11.84
28350 - Park Attendant (Aide) 21.76
28510 - Recreation Aide/Health Facility Attendant 15.88
28515 - Recreation Specialist 26.95
28630 - Sports Official 17.33
28690 - Swimming Pool Operator 17.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.07
29020 - Hatch Tender 34.07
29030 - Line Handler 34.07
29041 - Stevedore I 32.20
29042 - Stevedore II 35.95
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.92
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.74
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.42
30023 - Archeological Technician III 25.28
30030 - Cartographic Technician 25.28
30040 - Civil Engineering Technician 26.90
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.94
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.42
30063 - Drafter/CAD Operator III 22.76
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.96
30083 - Engineering Technician III 20.10
30084 - Engineering Technician IV 24.88
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.85
30090 - Environmental Technician 27.01
30095 - Evidence Control Specialist 25.28
30210 - Laboratory Technician 27.42
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.94
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 20.94
30362 - Paralegal/Legal Assistant II 25.93
30363 - Paralegal/Legal Assistant III 31.73
30364 - Paralegal/Legal Assistant IV 38.39
30375 - Petroleum Supply Specialist 30.94
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 30.94
30461 - Technical Writer I 25.32
30462 - Technical Writer II 30.94
30463 - Technical Writer III 37.43
30491 - Unexploded Ordnance (UXO) Technician I 25.73
30492 - Unexploded Ordnance (UXO) Technician II 31.13
30493 - Unexploded Ordnance (UXO) Technician III 37.31
30494 - Unexploded (UXO) Safety Escort 25.73
30495 - Unexploded (UXO) Sweep Personnel 25.73
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.76
30621 - Weather Observer Senior (see 2) 25.28
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.13
31020 - Bus Aide 21.05
31030 - Bus Driver 27.43

31043 - Driver Courier	17.35
31260 - Parking and Lot Attendant	12.82
31290 - Shuttle Bus Driver	17.64
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	17.64
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	29.91
31364 - Truckdriver Tractor-Trailer	29.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.86
99050 - Desk Clerk	10.44
99095 - Embalmer	25.73
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	14.06
99252 - Laboratory Animal Caretaker II	14.97
99260 - Marketing Analyst	27.20
99310 - Mortician	25.73
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	20.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	34.26
99831 - Surveying Aide	23.10
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	14.96
99841 - Vending Machine Repairer	17.92
99842 - Vending Machine Repairer Helper	14.96

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

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.: 2015-5603
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: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.56
01013 - Accounting Clerk III		19.65
01020 - Administrative Assistant		30.78
01035 - Court Reporter		30.17
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.01
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		23.10
01070 - Document Preparation Clerk		15.14
01090 - Duplicating Machine Operator		15.14
01111 - General Clerk I		15.07
01112 - General Clerk II		16.44

01113 - General Clerk III	18.46
01120 - Housing Referral Assistant	23.38
01141 - Messenger Courier	16.01
01191 - Order Clerk I	17.53
01192 - Order Clerk II	19.13
01261 - Personnel Assistant (Employment) I	17.78
01262 - Personnel Assistant (Employment) II	19.89
01263 - Personnel Assistant (Employment) III	22.17
01270 - Production Control Clerk	28.50
01290 - Rental Clerk	13.99
01300 - Scheduler Maintenance	18.75
01311 - Secretary I	18.75
01312 - Secretary II	20.98
01313 - Secretary III	23.38
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.78
01420 - Survey Worker	18.33
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.26
01533 - Travel Clerk III	15.45
01611 - Word Processor I	16.07
01612 - Word Processor II	18.05
01613 - Word Processor III	20.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.32
05010 - Automotive Electrician	21.23
05040 - Automotive Glass Installer	19.94
05070 - Automotive Worker	19.94
05110 - Mobile Equipment Servicer	17.24
05130 - Motor Equipment Metal Mechanic	22.54
05160 - Motor Equipment Metal Worker	19.94
05190 - Motor Vehicle Mechanic	22.54
05220 - Motor Vehicle Mechanic Helper	15.81
05250 - Motor Vehicle Upholstery Worker	18.63
05280 - Motor Vehicle Wrecker	19.94
05310 - Painter Automotive	21.23
05340 - Radiator Repair Specialist	19.94
05370 - Tire Repairer	15.50
05400 - Transmission Repair Specialist	22.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
07041 - Cook I	15.32
07042 - Cook II	17.73
07070 - Dishwasher	11.75
07130 - Food Service Worker	13.37
07210 - Meat Cutter	14.75
07260 - Waiter/Waitress	12.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.19

09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	18.19
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer Minor	16.73
09130 - Upholsterer	18.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.67
11060 - Elevator Operator	14.54
11090 - Gardener	19.51
11122 - Housekeeping Aide	14.54
11150 - Janitor	14.54
11210 - Laborer Grounds Maintenance	14.65
11240 - Maid or Houseman	12.40
11260 - Pruner	13.87
11270 - Tractor Operator	17.89
11330 - Trail Maintenance Worker	14.65
11360 - Window Cleaner	16.05
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	24.52
12012 - Certified Occupational Therapist Assistant	33.63
12015 - Certified Physical Therapist Assistant	32.00
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	45.22
12030 - EKG Technician	31.37
12035 - Electroneurodiagnostic Technologist	31.37
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	21.92
12072 - Licensed Practical Nurse II	24.52
12073 - Licensed Practical Nurse III	27.33
12100 - Medical Assistant	15.20
12130 - Medical Laboratory Technician	24.99
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	20.87
12195 - Medical Transcriptionist	21.85
12210 - Nuclear Medicine Technologist	53.23
12221 - Nursing Assistant I	12.96
12222 - Nursing Assistant II	14.57
12223 - Nursing Assistant III	15.90
12224 - Nursing Assistant IV	17.85
12235 - Optical Dispenser	16.75
12236 - Optical Technician	21.92
12250 - Pharmacy Technician	18.78
12280 - Phlebotomist	19.74
12305 - Radiologic Technologist	36.10
12311 - Registered Nurse I	25.10
12312 - Registered Nurse II	30.69
12313 - Registered Nurse II Specialist	30.69
12314 - Registered Nurse III	47.87
12315 - Registered Nurse III Anesthetist	47.87

12316 - Registered Nurse IV		44.51
12317 - Scheduler (Drug and Alcohol Testing)		30.37
12320 - Substance Abuse Treatment Counselor		22.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.35
13012 - Exhibits Specialist II		30.20
13013 - Exhibits Specialist III		36.93
13041 - Illustrator I		26.63
13042 - Illustrator II		32.98
13043 - Illustrator III		40.34
13047 - Librarian		36.52
13050 - Library Aide/Clerk		16.13
13054 - Library Information Technology Systems Administrator		32.98
13058 - Library Technician		21.25
13061 - Media Specialist I		23.80
13062 - Media Specialist II		26.63
13063 - Media Specialist III		29.68
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13090 - Technical Order Library Clerk		20.26
13110 - Video Teleconference Technician		21.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
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		17.85
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		29.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		30.78
15060 - Educational Technologist		39.14
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.41

15086 - Maintenance Test Pilot Rotary Wing 43.41
15088 - Non-Maintenance Test/Co-Pilot 43.41
15090 - Technical Instructor 24.75
15095 - Technical Instructor/Course Developer 30.27
15110 - Test Proctor 19.98
15120 - Tutor 19.98
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) 27.38
19040 - Tool And Die Maker 33.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.60
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 15.89
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 15.60
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 15.63
21150 - Stock Clerk 18.85
21210 - Tools And Parts Attendant 15.60
21410 - Warehouse Specialist 15.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.35
23019 - Aircraft Logs and Records Technician 27.59
23021 - Aircraft Mechanic I 33.38
23022 - Aircraft Mechanic II 35.35
23023 - Aircraft Mechanic III 36.74
23040 - Aircraft Mechanic Helper 23.41
23050 - Aircraft Painter 31.45
23060 - Aircraft Servicer 27.59
23070 - Aircraft Survival Flight Equipment Technician 31.45
23080 - Aircraft Worker 29.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.38
23110 - Appliance Mechanic 27.38

23120 - Bicycle Repairer 22.22
23125 - Cable Splicer 40.55
23130 - Carpenter Maintenance 25.15
23140 - Carpet Layer 25.13
23160 - Electrician Maintenance 35.30
23181 - Electronics Technician Maintenance I 28.46
23182 - Electronics Technician Maintenance II 30.30
23183 - Electronics Technician Maintenance III 32.16
23260 - Fabric Worker 24.02
23290 - Fire Alarm System Mechanic 23.03
23310 - Fire Extinguisher Repairer 22.22
23311 - Fuel Distribution System Mechanic 37.28
23312 - Fuel Distribution System Operator 29.59
23370 - General Maintenance Worker 19.66
23380 - Ground Support Equipment Mechanic 33.38
23381 - Ground Support Equipment Servicer 27.59
23382 - Ground Support Equipment Worker 29.54
23391 - Gunsmith I 22.22
23392 - Gunsmith II 25.71
23393 - Gunsmith III 29.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.38
23430 - Heavy Equipment Mechanic 26.75
23440 - Heavy Equipment Operator 24.61
23460 - Instrument Mechanic 33.96
23465 - Laboratory/Shelter Mechanic 27.38
23470 - Laborer 15.89
23510 - Locksmith 26.75
23530 - Machinery Maintenance Mechanic 28.48
23550 - Machinist Maintenance 21.72
23580 - Maintenance Trades Helper 14.56
23591 - Metrology Technician I 33.96
23592 - Metrology Technician II 35.96
23593 - Metrology Technician III 37.37
23640 - Millwright 29.06
23710 - Office Appliance Repairer 21.82
23760 - Painter Maintenance 22.20
23790 - Pipefitter Maintenance 27.30
23810 - Plumber Maintenance 25.71
23820 - Pneudraulic Systems Mechanic 29.06
23850 - Rigger 29.06
23870 - Scale Mechanic 25.71
23890 - Sheet-Metal Worker Maintenance 29.31
23910 - Small Engine Mechanic 24.78
23931 - Telecommunications Mechanic I 29.89
23932 - Telecommunications Mechanic II 31.66
23950 - Telephone Lineman 31.01
23960 - Welder Combination Maintenance 25.85

23965 - Well Driller	30.09
23970 - Woodcraft Worker	29.06
23980 - Woodworker	22.22
24000 - Personal Needs Occupations	
24550 - Case Manager	18.66
24570 - Child Care Attendant	13.02
24580 - Child Care Center Clerk	16.24
24610 - Chore Aide	13.07
24620 - Family Readiness And Support Services Coordinator	18.66
24630 - Homemaker	18.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.06
25040 - Sewage Plant Operator	32.19
25070 - Stationary Engineer	40.06
25190 - Ventilation Equipment Tender	28.09
25210 - Water Treatment Plant Operator	32.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.99
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	42.35
27010 - Court Security Officer	38.36
27030 - Detection Dog Handler	14.05
27040 - Detention Officer	42.35
27070 - Firefighter	41.69
27101 - Guard I	12.56
27102 - Guard II	14.05
27131 - Police Officer I	34.37
27132 - Police Officer II	38.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.02
28042 - Carnival Equipment Repairer	16.38
28043 - Carnival Worker	11.87
28210 - Gate Attendant/Gate Tender	16.55
28310 - Lifeguard	13.15
28350 - Park Attendant (Aide)	18.52
28510 - Recreation Aide/Health Facility Attendant	13.51
28515 - Recreation Specialist	22.94
28630 - Sports Official	14.74
28690 - Swimming Pool Operator	18.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.47
29020 - Hatch Tender	28.47
29030 - Line Handler	28.47
29041 - Stevedore I	26.59
29042 - Stevedore II	30.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.59

30021 - Archeological Technician I		19.91
30022 - Archeological Technician II		26.44
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		30.50
30040 - Civil Engineering Technician		29.04
30051 - Cryogenic Technician I		28.22
30052 - Cryogenic Technician II		31.16
30061 - Drafter/CAD Operator I		19.91
30062 - Drafter/CAD Operator II		26.44
30063 - Drafter/CAD Operator III		26.80
30064 - Drafter/CAD Operator IV		32.98
30081 - Engineering Technician I		17.68
30082 - Engineering Technician II		20.62
30083 - Engineering Technician III		23.07
30084 - Engineering Technician IV		28.59
30085 - Engineering Technician V		34.97
30086 - Engineering Technician VI		42.20
30090 - Environmental Technician		26.33
30095 - Evidence Control Specialist		25.48
30210 - Laboratory Technician		24.11
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.16
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		21.99
30362 - Paralegal/Legal Assistant II		27.23
30363 - Paralegal/Legal Assistant III		33.31
30364 - Paralegal/Legal Assistant IV		40.31
30375 - Petroleum Supply Specialist		31.16
30390 - Photo-Optics Technician		27.58
30395 - Radiation Control Technician		31.16
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.52
30463 - Technical Writer III		42.97
30491 - Unexploded Ordnance (UXO) Technician I		28.95
30492 - Unexploded Ordnance (UXO) Technician II		35.02
30493 - Unexploded Ordnance (UXO) Technician III		41.98
30494 - Unexploded (UXO) Safety Escort		28.95
30495 - Unexploded (UXO) Sweep Personnel		28.95
30501 - Weather Forecaster I		28.22
30502 - Weather Forecaster II		34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.80
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.02
31020 - Bus Aide		12.92
31030 - Bus Driver		18.39
31043 - Driver Courier		15.29
31260 - Parking and Lot Attendant		12.99
31290 - Shuttle Bus Driver		16.68

31310 - Taxi Driver	15.48
31361 - Truckdriver Light	16.68
31362 - Truckdriver Medium	18.03
31363 - Truckdriver Heavy	20.74
31364 - Truckdriver Tractor-Trailer	20.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.27
99050 - Desk Clerk	12.58
99095 - Embalmer	28.55
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	14.48
99252 - Laboratory Animal Caretaker II	15.71
99260 - Marketing Analyst	29.95
99310 - Mortician	28.55
99410 - Pest Controller	15.81
99510 - Photofinishing Worker	15.21
99710 - Recycling Laborer	25.43
99711 - Recycling Specialist	30.78
99730 - Refuse Collector	24.28
99810 - Sales Clerk	13.13
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	31.70
99831 - Surveying Aide	21.04
99832 - Surveying Technician	28.83
99840 - Vending Machine Attendant	18.54
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	19.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

"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.: 2015-5604
Revision No.: 13
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.56
01013 - Accounting Clerk III		19.65
01020 - Administrative Assistant		30.78
01035 - Court Reporter		30.17
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.01
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		23.10
01070 - Document Preparation Clerk		15.14

01090 - Duplicating Machine Operator	15.14
01111 - General Clerk I	15.07
01112 - General Clerk II	16.44
01113 - General Clerk III	18.46
01120 - Housing Referral Assistant	23.38
01141 - Messenger Courier	16.01
01191 - Order Clerk I	17.53
01192 - Order Clerk II	19.13
01261 - Personnel Assistant (Employment) I	17.78
01262 - Personnel Assistant (Employment) II	19.89
01263 - Personnel Assistant (Employment) III	22.17
01270 - Production Control Clerk	28.50
01290 - Rental Clerk	13.99
01300 - Scheduler Maintenance	18.75
01311 - Secretary I	18.75
01312 - Secretary II	20.98
01313 - Secretary III	23.38
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.78
01420 - Survey Worker	18.33
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.26
01533 - Travel Clerk III	15.45
01611 - Word Processor I	16.07
01612 - Word Processor II	18.05
01613 - Word Processor III	20.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.32
05010 - Automotive Electrician	21.23
05040 - Automotive Glass Installer	19.94
05070 - Automotive Worker	19.94
05110 - Mobile Equipment Servicer	17.24
05130 - Motor Equipment Metal Mechanic	22.54
05160 - Motor Equipment Metal Worker	19.94
05190 - Motor Vehicle Mechanic	22.54
05220 - Motor Vehicle Mechanic Helper	15.81
05250 - Motor Vehicle Upholstery Worker	18.63
05280 - Motor Vehicle Wrecker	19.94
05310 - Painter Automotive	21.23
05340 - Radiator Repair Specialist	19.94
05370 - Tire Repairer	15.50
05400 - Transmission Repair Specialist	22.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
07041 - Cook I	15.32
07042 - Cook II	17.73
07070 - Dishwasher	11.75
07130 - Food Service Worker	13.37
07210 - Meat Cutter	14.75

07260 - Waiter/Waitress	12.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.19
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	18.19
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer Minor	16.73
09130 - Upholsterer	18.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.67
11060 - Elevator Operator	14.54
11090 - Gardener	19.51
11122 - Housekeeping Aide	14.54
11150 - Janitor	14.54
11210 - Laborer Grounds Maintenance	14.65
11240 - Maid or Houseman	12.40
11260 - Pruner	13.87
11270 - Tractor Operator	17.89
11330 - Trail Maintenance Worker	14.65
11360 - Window Cleaner	16.05
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	24.52
12012 - Certified Occupational Therapist Assistant	33.63
12015 - Certified Physical Therapist Assistant	32.00
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	45.22
12030 - EKG Technician	31.37
12035 - Electroneurodiagnostic Technologist	31.37
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	21.92
12072 - Licensed Practical Nurse II	24.52
12073 - Licensed Practical Nurse III	27.33
12100 - Medical Assistant	15.20
12130 - Medical Laboratory Technician	24.99
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	20.87
12195 - Medical Transcriptionist	21.85
12210 - Nuclear Medicine Technologist	53.23
12221 - Nursing Assistant I	12.96
12222 - Nursing Assistant II	14.57
12223 - Nursing Assistant III	15.90
12224 - Nursing Assistant IV	17.85
12235 - Optical Dispenser	16.75
12236 - Optical Technician	21.92
12250 - Pharmacy Technician	18.78
12280 - Phlebotomist	19.74
12305 - Radiologic Technologist	36.10
12311 - Registered Nurse I	25.10
12312 - Registered Nurse II	30.69

12313 - Registered Nurse II Specialist		30.69
12314 - Registered Nurse III		47.87
12315 - Registered Nurse III Anesthetist		47.87
12316 - Registered Nurse IV		44.51
12317 - Scheduler (Drug and Alcohol Testing)		30.37
12320 - Substance Abuse Treatment Counselor		22.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.35
13012 - Exhibits Specialist II		30.20
13013 - Exhibits Specialist III		36.93
13041 - Illustrator I		26.63
13042 - Illustrator II		32.98
13043 - Illustrator III		40.34
13047 - Librarian		36.52
13050 - Library Aide/Clerk		16.13
13054 - Library Information Technology Systems Administrator		32.98
13058 - Library Technician		21.25
13061 - Media Specialist I		23.80
13062 - Media Specialist II		26.63
13063 - Media Specialist III		29.68
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13090 - Technical Order Library Clerk		20.26
13110 - Video Teleconference Technician		21.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
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		17.85
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		29.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		30.78
15060 - Educational Technologist		39.14

15070 - Flight Instructor (Pilot) 44.48
15080 - Graphic Artist 21.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.41
15086 - Maintenance Test Pilot Rotary Wing 43.41
15088 - Non-Maintenance Test/Co-Pilot 43.41
15090 - Technical Instructor 24.75
15095 - Technical Instructor/Course Developer 30.27
15110 - Test Proctor 19.98
15120 - Tutor 19.98
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) 27.38
19040 - Tool And Die Maker 33.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.60
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 15.89
21071 - Order Filler 12.69
21080 - Production Line Worker (Food Processing) 15.60
21110 - Shipping Packer 15.92
21130 - Shipping/Receiving Clerk 15.92
21140 - Store Worker I 15.63
21150 - Stock Clerk 18.85
21210 - Tools And Parts Attendant 15.60
21410 - Warehouse Specialist 15.60
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.35
23019 - Aircraft Logs and Records Technician 27.59
23021 - Aircraft Mechanic I 33.38
23022 - Aircraft Mechanic II 35.35
23023 - Aircraft Mechanic III 36.74
23040 - Aircraft Mechanic Helper 23.41
23050 - Aircraft Painter 31.45
23060 - Aircraft Servicer 27.59
23070 - Aircraft Survival Flight Equipment Technician 31.45
23080 - Aircraft Worker 29.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.54

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 33.38
II
23110 - Appliance Mechanic 27.38
23120 - Bicycle Repairer 22.22
23125 - Cable Splicer 40.55
23130 - Carpenter Maintenance 25.15
23140 - Carpet Layer 25.13
23160 - Electrician Maintenance 35.30
23181 - Electronics Technician Maintenance I 28.46
23182 - Electronics Technician Maintenance II 30.30
23183 - Electronics Technician Maintenance III 32.16
23260 - Fabric Worker 24.02
23290 - Fire Alarm System Mechanic 23.03
23310 - Fire Extinguisher Repairer 22.22
23311 - Fuel Distribution System Mechanic 37.28
23312 - Fuel Distribution System Operator 29.59
23370 - General Maintenance Worker 19.66
23380 - Ground Support Equipment Mechanic 33.38
23381 - Ground Support Equipment Servicer 27.59
23382 - Ground Support Equipment Worker 29.54
23391 - Gunsmith I 22.22
23392 - Gunsmith II 25.71
23393 - Gunsmith III 29.06
23410 - Heating Ventilation And Air-Conditioning 26.80
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.38
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.75
23440 - Heavy Equipment Operator 24.61
23460 - Instrument Mechanic 33.96
23465 - Laboratory/Shelter Mechanic 27.38
23470 - Laborer 15.89
23510 - Locksmith 26.75
23530 - Machinery Maintenance Mechanic 28.48
23550 - Machinist Maintenance 21.72
23580 - Maintenance Trades Helper 14.56
23591 - Metrology Technician I 33.96
23592 - Metrology Technician II 35.96
23593 - Metrology Technician III 37.37
23640 - Millwright 29.06
23710 - Office Appliance Repairer 21.82
23760 - Painter Maintenance 22.20
23790 - Pipefitter Maintenance 27.30
23810 - Plumber Maintenance 25.71
23820 - Pneudraulic Systems Mechanic 29.06
23850 - Rigger 29.06
23870 - Scale Mechanic 25.71
23890 - Sheet-Metal Worker Maintenance 29.31
23910 - Small Engine Mechanic 24.78
23931 - Telecommunications Mechanic I 29.89

23932 - Telecommunications Mechanic II 31.66
23950 - Telephone Lineman 31.01
23960 - Welder Combination Maintenance 25.85
23965 - Well Driller 30.09
23970 - Woodcraft Worker 29.06
23980 - Woodworker 22.22
24000 - Personal Needs Occupations
24550 - Case Manager 18.66
24570 - Child Care Attendant 13.02
24580 - Child Care Center Clerk 16.24
24610 - Chore Aide 13.07
24620 - Family Readiness And Support Services Coordinator 18.66
24630 - Homemaker 18.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 40.06
25040 - Sewage Plant Operator 32.19
25070 - Stationary Engineer 40.06
25190 - Ventilation Equipment Tender 28.09
25210 - Water Treatment Plant Operator 32.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.99
27007 - Baggage Inspector 12.56
27008 - Corrections Officer 42.35
27010 - Court Security Officer 38.36
27030 - Detection Dog Handler 14.05
27040 - Detention Officer 42.35
27070 - Firefighter 41.69
27101 - Guard I 12.56
27102 - Guard II 14.05
27131 - Police Officer I 34.37
27132 - Police Officer II 38.19
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.02
28042 - Carnival Equipment Repairer 16.38
28043 - Carnival Worker 11.87
28210 - Gate Attendant/Gate Tender 16.55
28310 - Lifeguard 13.15
28350 - Park Attendant (Aide) 18.52
28510 - Recreation Aide/Health Facility Attendant 13.51
28515 - Recreation Specialist 22.94
28630 - Sports Official 14.74
28690 - Swimming Pool Operator 18.95
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.47
29020 - Hatch Tender 28.47
29030 - Line Handler 28.47
29041 - Stevedore I 26.59
29042 - Stevedore II 30.31
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.59
30021 - Archeological Technician I 19.91
30022 - Archeological Technician II 26.44
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 30.50
30040 - Civil Engineering Technician 29.04
30051 - Cryogenic Technician I 28.22
30052 - Cryogenic Technician II 31.16
30061 - Drafter/CAD Operator I 19.91
30062 - Drafter/CAD Operator II 26.44
30063 - Drafter/CAD Operator III 26.80
30064 - Drafter/CAD Operator IV 32.98
30081 - Engineering Technician I 17.68
30082 - Engineering Technician II 20.62
30083 - Engineering Technician III 23.07
30084 - Engineering Technician IV 28.59
30085 - Engineering Technician V 34.97
30086 - Engineering Technician VI 42.20
30090 - Environmental Technician 26.33
30095 - Evidence Control Specialist 25.48
30210 - Laboratory Technician 24.11
30221 - Latent Fingerprint Technician I 27.31
30222 - Latent Fingerprint Technician II 30.16
30240 - Mathematical Technician 27.58
30361 - Paralegal/Legal Assistant I 21.99
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.31
30375 - Petroleum Supply Specialist 31.16
30390 - Photo-Optics Technician 27.58
30395 - Radiation Control Technician 31.16
30461 - Technical Writer I 29.04
30462 - Technical Writer II 35.52
30463 - Technical Writer III 42.97
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 28.22
30502 - Weather Forecaster II 34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.80
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 12.92
31030 - Bus Driver 18.39

31043 - Driver Courier	15.29
31260 - Parking and Lot Attendant	12.99
31290 - Shuttle Bus Driver	16.68
31310 - Taxi Driver	15.48
31361 - Truckdriver Light	16.68
31362 - Truckdriver Medium	18.03
31363 - Truckdriver Heavy	20.74
31364 - Truckdriver Tractor-Trailer	20.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.27
99050 - Desk Clerk	12.58
99095 - Embalmer	28.55
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	14.48
99252 - Laboratory Animal Caretaker II	15.71
99260 - Marketing Analyst	29.95
99310 - Mortician	28.55
99410 - Pest Controller	15.81
99510 - Photofinishing Worker	15.21
99710 - Recycling Laborer	25.43
99711 - Recycling Specialist	30.78
99730 - Refuse Collector	24.28
99810 - Sales Clerk	13.13
99820 - School Crossing Guard	13.08
99830 - Survey Party Chief	31.70
99831 - Surveying Aide	21.04
99832 - Surveying Technician	28.83
99840 - Vending Machine Attendant	18.54
99841 - Vending Machine Repairer	23.39
99842 - Vending Machine Repairer Helper	19.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.

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

Conformance Process:

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

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

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy

of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

"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.: 2015-5605
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: California

Area: California County of Butte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.83
01043 - Customer Service Representative III		17.27
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.03
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.01
01191 - Order Clerk I	15.08
01192 - Order Clerk II	16.46
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	22.96
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	25.83
01420 - Survey Worker	18.84
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	15.31
01612 - Word Processor II	17.19
01613 - Word Processor III	19.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.08
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.74
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.26
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	14.36
07042 - Cook II	16.58
07070 - Dishwasher	11.94
07130 - Food Service Worker	12.07
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.99

09040 - Furniture Handler	13.20
09080 - Furniture Refinisher	20.99
09090 - Furniture Refinisher Helper	15.76
09110 - Furniture Repairer Minor	18.33
09130 - Upholsterer	20.99
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.49
11060 - Elevator Operator	14.69
11090 - Gardener	18.71
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.50
11240 - Maid or Houseman	13.24
11260 - Pruner	13.31
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	24.79
12011 - Breath Alcohol Technician	24.79
12012 - Certified Occupational Therapist Assistant	34.01
12015 - Certified Physical Therapist Assistant	31.35
12020 - Dental Assistant	20.83
12025 - Dental Hygienist	50.09
12030 - EKG Technician	31.08
12035 - Electroneurodiagnostic Technologist	31.08
12040 - Emergency Medical Technician	24.79
12071 - Licensed Practical Nurse I	22.16
12072 - Licensed Practical Nurse II	24.79
12073 - Licensed Practical Nurse III	27.64
12100 - Medical Assistant	17.00
12130 - Medical Laboratory Technician	24.49
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	22.53
12210 - Nuclear Medicine Technologist	54.48
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	18.88
12236 - Optical Technician	22.16
12250 - Pharmacy Technician	21.22
12280 - Phlebotomist	20.80
12305 - Radiologic Technologist	41.26
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		30.71
12320 - Substance Abuse Treatment Counselor		25.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.97
13012 - Exhibits Specialist II		32.18
13013 - Exhibits Specialist III		40.61
13041 - Illustrator I		24.98
13042 - Illustrator II		30.95
13043 - Illustrator III		37.86
13047 - Librarian		34.57
13050 - Library Aide/Clerk		17.82
13054 - Library Information Technology Systems Administrator		28.37
13058 - Library Technician		22.27
13061 - Media Specialist I		22.53
13062 - Media Specialist II		25.20
13063 - Media Specialist III		28.08
13071 - Photographer I		21.33
13072 - Photographer II		23.86
13073 - Photographer III		29.56
13074 - Photographer IV		36.92
13075 - Photographer V		43.75
13090 - Technical Order Library Clerk		22.38
13110 - Video Teleconference Technician		22.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.53
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		16.61
14160 - Personal Computer Support Technician		23.02
14170 - System Support Specialist		27.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.01

15086 - Maintenance Test Pilot Rotary Wing 42.01
15088 - Non-Maintenance Test/Co-Pilot 42.01
15090 - Technical Instructor 23.76
15095 - Technical Instructor/Course Developer 29.13
15110 - Test Proctor 19.62
15120 - Tutor 19.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 28.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.83
21030 - Material Coordinator 22.96
21040 - Material Expediter 22.96
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 20.83
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 20.83
21410 - Warehouse Specialist 20.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 22.45
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.30
23040 - Aircraft Mechanic Helper 19.32
23050 - Aircraft Painter 26.71
23060 - Aircraft Servicer 22.45
23070 - Aircraft Survival Flight Equipment Technician 26.71
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.16
23110 - Appliance Mechanic 22.24

23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	31.25
23130 - Carpenter Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician Maintenance	31.31
23181 - Electronics Technician Maintenance I	27.12
23182 - Electronics Technician Maintenance II	28.93
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	23.66
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	28.03
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	22.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist Maintenance	21.20
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	24.67
23810 - Plumber Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	23.66
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	29.67
23932 - Telecommunications Mechanic II	31.41
23950 - Telephone Lineman	25.38
23960 - Welder Combination Maintenance	22.92

23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.14
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	12.27
24620 - Family Readiness And Support Services Coordinator	18.14
24630 - Homemaker	18.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	31.67
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	31.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.11
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	31.19
27010 - Court Security Officer	30.12
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	31.19
27070 - Firefighter	29.05
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	35.95
27132 - Police Officer II	39.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.77
28042 - Carnival Equipment Repairer	17.05
28043 - Carnival Worker	11.91
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	12.87
28350 - Park Attendant (Aide)	17.02
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	21.08
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	19.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 28.84
30052 - Cryogenic Technician II 31.86
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 26.04
30095 - Evidence Control Specialist 26.04
30210 - Laboratory Technician 23.44
30221 - Latent Fingerprint Technician I 28.84
30222 - Latent Fingerprint Technician II 31.86
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 30.53
30364 - Paralegal/Legal Assistant IV 36.94
30375 - Petroleum Supply Specialist 31.86
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 31.86
30461 - Technical Writer I 26.04
30462 - Technical Writer II 31.86
30463 - Technical Writer III 38.54
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.94
31030 - Bus Driver 21.12
31043 - Driver Courier 17.84
31260 - Parking and Lot Attendant 13.48
31290 - Shuttle Bus Driver 19.28

31310 - Taxi Driver	14.00
31361 - Truckdriver Light	19.28
31362 - Truckdriver Medium	20.75
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.33
99050 - Desk Clerk	13.33
99095 - Embalmer	25.00
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.55
99252 - Laboratory Animal Caretaker II	15.73
99260 - Marketing Analyst	26.63
99310 - Mortician	25.00
99410 - Pest Controller	17.79
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	22.25
99711 - Recycling Specialist	26.57
99730 - Refuse Collector	20.06
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	15.54
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.69
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5606
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Butte

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.83
01043 - Customer Service Representative III		17.27
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.03
01070 - Document Preparation Clerk		14.72

01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	13.29
01112 - General Clerk II	14.50
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.01
01191 - Order Clerk I	15.08
01192 - Order Clerk II	16.46
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	22.96
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	25.83
01420 - Survey Worker	18.84
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	15.31
01612 - Word Processor II	17.19
01613 - Word Processor III	19.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.08
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.74
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.26
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	14.36
07042 - Cook II	16.58
07070 - Dishwasher	11.94
07130 - Food Service Worker	12.07
07210 - Meat Cutter	21.10

07260 - Waiter/Waitress	12.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.99
09040 - Furniture Handler	13.20
09080 - Furniture Refinisher	20.99
09090 - Furniture Refinisher Helper	15.76
09110 - Furniture Repairer Minor	18.33
09130 - Upholsterer	20.99
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.49
11060 - Elevator Operator	14.69
11090 - Gardener	18.71
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.50
11240 - Maid or Houseman	13.24
11260 - Pruner	13.31
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	24.79
12011 - Breath Alcohol Technician	24.79
12012 - Certified Occupational Therapist Assistant	34.01
12015 - Certified Physical Therapist Assistant	31.35
12020 - Dental Assistant	20.83
12025 - Dental Hygienist	50.09
12030 - EKG Technician	31.08
12035 - Electroneurodiagnostic Technologist	31.08
12040 - Emergency Medical Technician	24.79
12071 - Licensed Practical Nurse I	22.16
12072 - Licensed Practical Nurse II	24.79
12073 - Licensed Practical Nurse III	27.64
12100 - Medical Assistant	17.00
12130 - Medical Laboratory Technician	24.49
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	22.53
12210 - Nuclear Medicine Technologist	54.48
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	18.88
12236 - Optical Technician	22.16
12250 - Pharmacy Technician	21.22
12280 - Phlebotomist	20.80
12305 - Radiologic Technologist	41.26
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		30.71
12320 - Substance Abuse Treatment Counselor		25.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.97
13012 - Exhibits Specialist II		32.18
13013 - Exhibits Specialist III		40.61
13041 - Illustrator I		24.98
13042 - Illustrator II		30.95
13043 - Illustrator III		37.86
13047 - Librarian		34.57
13050 - Library Aide/Clerk		17.82
13054 - Library Information Technology Systems Administrator		28.37
13058 - Library Technician		22.27
13061 - Media Specialist I		22.53
13062 - Media Specialist II		25.20
13063 - Media Specialist III		28.08
13071 - Photographer I		21.33
13072 - Photographer II		23.86
13073 - Photographer III		29.56
13074 - Photographer IV		36.92
13075 - Photographer V		43.75
13090 - Technical Order Library Clerk		22.38
13110 - Video Teleconference Technician		22.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.53
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		16.61
14160 - Personal Computer Support Technician		23.02
14170 - System Support Specialist		27.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 24.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.01
15086 - Maintenance Test Pilot Rotary Wing 42.01
15088 - Non-Maintenance Test/Co-Pilot 42.01
15090 - Technical Instructor 23.76
15095 - Technical Instructor/Course Developer 29.13
15110 - Test Proctor 19.62
15120 - Tutor 19.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 28.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.83
21030 - Material Coordinator 22.96
21040 - Material Expediter 22.96
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 20.83
21110 - Shipping Packer 16.29
21130 - Shipping/Receiving Clerk 16.29
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 20.83
21410 - Warehouse Specialist 20.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 22.45
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.30
23040 - Aircraft Mechanic Helper 19.32
23050 - Aircraft Painter 26.71
23060 - Aircraft Servicer 22.45
23070 - Aircraft Survival Flight Equipment Technician 26.71
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.16
II
23110 - Appliance Mechanic 22.24
23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 31.25
23130 - Carpenter Maintenance 24.82
23140 - Carpet Layer 21.75
23160 - Electrician Maintenance 31.31
23181 - Electronics Technician Maintenance I 27.12
23182 - Electronics Technician Maintenance II 28.93
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 20.51
23290 - Fire Alarm System Mechanic 23.66
23310 - Fire Extinguisher Repairer 19.08
23311 - Fuel Distribution System Mechanic 24.98
23312 - Fuel Distribution System Operator 19.39
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 27.16
23381 - Ground Support Equipment Servicer 22.45
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 19.08
23392 - Gunsmith II 21.94
23393 - Gunsmith III 24.82
23410 - Heating Ventilation And Air-Conditioning 23.54
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.90
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.03
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 28.78
23465 - Laboratory/Shelter Mechanic 23.39
23470 - Laborer 15.13
23510 - Locksmith 22.24
23530 - Machinery Maintenance Mechanic 26.16
23550 - Machinist Maintenance 21.20
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 28.78
23592 - Metrology Technician II 30.43
23593 - Metrology Technician III 32.11
23640 - Millwright 27.90
23710 - Office Appliance Repairer 20.46
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 24.67
23810 - Plumber Maintenance 23.43
23820 - Pneudraulic Systems Mechanic 23.66
23850 - Rigger 24.82
23870 - Scale Mechanic 21.94
23890 - Sheet-Metal Worker Maintenance 26.08
23910 - Small Engine Mechanic 20.27
23931 - Telecommunications Mechanic I 29.67

23932 - Telecommunications Mechanic II 31.41
23950 - Telephone Lineman 25.38
23960 - Welder Combination Maintenance 22.92
23965 - Well Driller 24.82
23970 - Woodcraft Worker 24.82
23980 - Woodworker 18.05
24000 - Personal Needs Occupations
24550 - Case Manager 18.14
24570 - Child Care Attendant 12.80
24580 - Child Care Center Clerk 15.96
24610 - Chore Aide 12.27
24620 - Family Readiness And Support Services Coordinator 18.14
24630 - Homemaker 18.14
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.35
25040 - Sewage Plant Operator 31.67
25070 - Stationary Engineer 27.35
25190 - Ventilation Equipment Tender 19.44
25210 - Water Treatment Plant Operator 31.67
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.11
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 31.19
27010 - Court Security Officer 30.12
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 31.19
27070 - Firefighter 29.05
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 35.95
27132 - Police Officer II 39.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.77
28042 - Carnival Equipment Repairer 17.05
28043 - Carnival Worker 11.91
28210 - Gate Attendant/Gate Tender 15.21
28310 - Lifeguard 12.87
28350 - Park Attendant (Aide) 17.02
28510 - Recreation Aide/Health Facility Attendant 12.42
28515 - Recreation Specialist 21.08
28630 - Sports Official 13.55
28690 - Swimming Pool Operator 19.69
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 29.42
30051 - Cryogenic Technician I 28.84
30052 - Cryogenic Technician II 31.86
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 26.04
30095 - Evidence Control Specialist 26.04
30210 - Laboratory Technician 23.44
30221 - Latent Fingerprint Technician I 28.84
30222 - Latent Fingerprint Technician II 31.86
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 24.96
30363 - Paralegal/Legal Assistant III 30.53
30364 - Paralegal/Legal Assistant IV 36.94
30375 - Petroleum Supply Specialist 31.86
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 31.86
30461 - Technical Writer I 26.04
30462 - Technical Writer II 31.86
30463 - Technical Writer III 38.54
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.94
31030 - Bus Driver 21.12

31043 - Driver Courier	17.84
31260 - Parking and Lot Attendant	13.48
31290 - Shuttle Bus Driver	19.28
31310 - Taxi Driver	14.00
31361 - Truckdriver Light	19.28
31362 - Truckdriver Medium	20.75
31363 - Truckdriver Heavy	22.66
31364 - Truckdriver Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.33
99050 - Desk Clerk	13.33
99095 - Embalmer	25.00
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.55
99252 - Laboratory Animal Caretaker II	15.73
99260 - Marketing Analyst	26.63
99310 - Mortician	25.00
99410 - Pest Controller	17.79
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	22.25
99711 - Recycling Specialist	26.57
99730 - Refuse Collector	20.06
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	15.54
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.69
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5607
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: California

Area: California County of Imperial

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		29.57
01035 - Court Reporter		19.16
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34

01113 - General Clerk III	17.22
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	12.23
01191 - Order Clerk I	14.73
01192 - Order Clerk II	16.08
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	25.18
01290 - Rental Clerk	16.09
01300 - Scheduler Maintenance	17.28
01311 - Secretary I	17.28
01312 - Secretary II	18.08
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	17.60
01410 - Supply Technician	29.57
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	14.02
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.21
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23
07041 - Cook I	18.79
07042 - Cook II	19.88
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.32
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	12.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.12

09040 - Furniture Handler	16.11
09080 - Furniture Refinisher	25.12
09090 - Furniture Refinisher Helper	19.07
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	25.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	13.94
11090 - Gardener	18.52
11122 - Housekeeping Aide	13.94
11150 - Janitor	13.94
11210 - Laborer Grounds Maintenance	14.57
11240 - Maid or Houseman	12.22
11260 - Pruner	13.45
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	14.57
11360 - Window Cleaner	15.37
12000 - Health Occupations	
12010 - Ambulance Driver	26.22
12011 - Breath Alcohol Technician	26.27
12012 - Certified Occupational Therapist Assistant	32.70
12015 - Certified Physical Therapist Assistant	32.90
12020 - Dental Assistant	20.34
12025 - Dental Hygienist	55.95
12030 - EKG Technician	35.17
12035 - Electroneurodiagnostic Technologist	35.17
12040 - Emergency Medical Technician	26.22
12071 - Licensed Practical Nurse I	21.44
12072 - Licensed Practical Nurse II	23.99
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	14.41
12130 - Medical Laboratory Technician	22.32
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	21.44
12210 - Nuclear Medicine Technologist	48.92
12221 - Nursing Assistant I	11.50
12222 - Nursing Assistant II	12.93
12223 - Nursing Assistant III	14.11
12224 - Nursing Assistant IV	15.84
12235 - Optical Dispenser	23.99
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	18.24
12280 - Phlebotomist	20.82
12305 - Radiologic Technologist	37.62
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III Anesthetist	42.67

12316 - Registered Nurse IV		51.14
12317 - Scheduler (Drug and Alcohol Testing)		32.54
12320 - Substance Abuse Treatment Counselor		29.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.91
13012 - Exhibits Specialist II		25.91
13013 - Exhibits Specialist III		31.68
13041 - Illustrator I		21.12
13042 - Illustrator II		26.16
13043 - Illustrator III		32.00
13047 - Librarian		28.91
13050 - Library Aide/Clerk		15.58
13054 - Library Information Technology Systems Administrator		26.11
13058 - Library Technician		20.03
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.07
13063 - Media Specialist III		23.50
13071 - Photographer I		16.33
13072 - Photographer II		18.44
13073 - Photographer III		22.63
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.72
14042 - Computer Operator II		20.94
14043 - Computer Operator III		23.34
14044 - Computer Operator IV		25.94
14045 - Computer Operator V		28.72
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		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		29.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		44.90
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		31.96
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 26.13
15095 - Technical Instructor/Course Developer 31.96
15110 - Test Proctor 21.83
15120 - Tutor 21.83
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) 25.12
19040 - Tool And Die Maker 29.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.88
21030 - Material Coordinator 25.18
21040 - Material Expediter 25.18
21050 - Material Handling Laborer 14.22
21071 - Order Filler 15.33
21080 - Production Line Worker (Food Processing) 18.88
21110 - Shipping Packer 14.04
21130 - Shipping/Receiving Clerk 14.04
21140 - Store Worker I 13.54
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 18.88
21410 - Warehouse Specialist 18.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.99
23019 - Aircraft Logs and Records Technician 21.98
23021 - Aircraft Mechanic I 26.74
23022 - Aircraft Mechanic II 27.99
23023 - Aircraft Mechanic III 28.99
23040 - Aircraft Mechanic Helper 19.07
23050 - Aircraft Painter 25.12
23060 - Aircraft Servicer 21.98
23070 - Aircraft Survival Flight Equipment Technician 25.12
23080 - Aircraft Worker 23.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.74
23110 - Appliance Mechanic 25.12

23120 - Bicycle Repairer	20.48
23125 - Cable Splicer	26.74
23130 - Carpenter Maintenance	30.91
23140 - Carpet Layer	23.55
23160 - Electrician Maintenance	33.55
23181 - Electronics Technician Maintenance I	23.55
23182 - Electronics Technician Maintenance II	25.12
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	21.98
23290 - Fire Alarm System Mechanic	26.74
23310 - Fire Extinguisher Repairer	20.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	26.74
23381 - Ground Support Equipment Servicer	21.98
23382 - Ground Support Equipment Worker	23.55
23391 - Gunsmith I	20.48
23392 - Gunsmith II	23.55
23393 - Gunsmith III	26.74
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.59
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	26.74
23465 - Laboratory/Shelter Mechanic	25.12
23470 - Laborer	13.50
23510 - Locksmith	25.12
23530 - Machinery Maintenance Mechanic	29.84
23550 - Machinist Maintenance	26.74
23580 - Maintenance Trades Helper	17.02
23591 - Metrology Technician I	26.74
23592 - Metrology Technician II	27.99
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	26.03
23760 - Painter Maintenance	23.41
23790 - Pipefitter Maintenance	28.82
23810 - Plumber Maintenance	27.07
23820 - Pneudraulic Systems Mechanic	26.74
23850 - Rigger	26.74
23870 - Scale Mechanic	23.55
23890 - Sheet-Metal Worker Maintenance	26.74
23910 - Small Engine Mechanic	23.55
23931 - Telecommunications Mechanic I	26.90
23932 - Telecommunications Mechanic II	28.16
23950 - Telephone Lineman	26.11
23960 - Welder Combination Maintenance	24.50

23965 - Well Driller	26.74
23970 - Woodcraft Worker	26.74
23980 - Woodworker	20.48
24000 - Personal Needs Occupations	
24550 - Case Manager	21.17
24570 - Child Care Attendant	12.06
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	11.93
24620 - Family Readiness And Support Services Coordinator	21.17
24630 - Homemaker	21.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.72
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	21.69
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.56
27007 - Baggage Inspector	14.49
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	14.49
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.28
28042 - Carnival Equipment Repairer	17.48
28043 - Carnival Worker	12.44
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	21.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 20.59
30022 - Archeological Technician II 22.84
30023 - Archeological Technician III 28.30
30030 - Cartographic Technician 28.30
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 22.62
30052 - Cryogenic Technician II 24.98
30061 - Drafter/CAD Operator I 20.42
30062 - Drafter/CAD Operator II 22.84
30063 - Drafter/CAD Operator III 25.47
30064 - Drafter/CAD Operator IV 31.34
30081 - Engineering Technician I 18.88
30082 - Engineering Technician II 21.19
30083 - Engineering Technician III 23.70
30084 - Engineering Technician IV 29.36
30085 - Engineering Technician V 35.91
30086 - Engineering Technician VI 43.45
30090 - Environmental Technician 22.65
30095 - Evidence Control Specialist 20.42
30210 - Laboratory Technician 21.62
30221 - Latent Fingerprint Technician I 22.62
30222 - Latent Fingerprint Technician II 24.98
30240 - Mathematical Technician 27.79
30361 - Paralegal/Legal Assistant I 21.72
30362 - Paralegal/Legal Assistant II 26.91
30363 - Paralegal/Legal Assistant III 32.91
30364 - Paralegal/Legal Assistant IV 39.82
30375 - Petroleum Supply Specialist 24.98
30390 - Photo-Optics Technician 28.30
30395 - Radiation Control Technician 24.98
30461 - Technical Writer I 23.46
30462 - Technical Writer II 28.69
30463 - Technical Writer III 34.71
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 24.45
30502 - Weather Forecaster II 29.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.47
30621 - Weather Observer Senior (see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 20.11
31043 - Driver Courier 14.82
31260 - Parking and Lot Attendant 12.85
31290 - Shuttle Bus Driver 15.91

31310 - Taxi Driver	14.30
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	18.11
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.49
99050 - Desk Clerk	12.31
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	28.05
99310 - Mortician	25.35
99410 - Pest Controller	18.99
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	14.75
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5608
Revision No.: 12
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Imperial

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		29.57
01035 - Court Reporter		19.16
01041 - Customer Service Representative I		13.44
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63

01090 - Duplicating Machine Operator	14.63
01111 - General Clerk I	13.54
01112 - General Clerk II	15.34
01113 - General Clerk III	17.22
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	12.23
01191 - Order Clerk I	14.73
01192 - Order Clerk II	16.08
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	25.18
01290 - Rental Clerk	16.09
01300 - Scheduler Maintenance	17.28
01311 - Secretary I	17.28
01312 - Secretary II	18.08
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	17.60
01410 - Supply Technician	29.57
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	14.02
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.21
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23
07041 - Cook I	18.79
07042 - Cook II	19.88
07070 - Dishwasher	12.51
07130 - Food Service Worker	13.32
07210 - Meat Cutter	15.71

07260 - Waiter/Waitress	12.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.12
09040 - Furniture Handler	16.11
09080 - Furniture Refinisher	25.12
09090 - Furniture Refinisher Helper	19.07
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	25.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	13.94
11090 - Gardener	18.52
11122 - Housekeeping Aide	13.94
11150 - Janitor	13.94
11210 - Laborer Grounds Maintenance	14.57
11240 - Maid or Houseman	12.22
11260 - Pruner	13.45
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	14.57
11360 - Window Cleaner	15.37
12000 - Health Occupations	
12010 - Ambulance Driver	26.22
12011 - Breath Alcohol Technician	26.27
12012 - Certified Occupational Therapist Assistant	32.70
12015 - Certified Physical Therapist Assistant	32.90
12020 - Dental Assistant	20.34
12025 - Dental Hygienist	55.95
12030 - EKG Technician	35.17
12035 - Electroneurodiagnostic Technologist	35.17
12040 - Emergency Medical Technician	26.22
12071 - Licensed Practical Nurse I	21.44
12072 - Licensed Practical Nurse II	23.99
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	14.41
12130 - Medical Laboratory Technician	22.32
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	21.44
12210 - Nuclear Medicine Technologist	48.92
12221 - Nursing Assistant I	11.50
12222 - Nursing Assistant II	12.93
12223 - Nursing Assistant III	14.11
12224 - Nursing Assistant IV	15.84
12235 - Optical Dispenser	23.99
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	18.24
12280 - Phlebotomist	20.82
12305 - Radiologic Technologist	37.62
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92

12313 - Registered Nurse II Specialist		35.92
12314 - Registered Nurse III		42.67
12315 - Registered Nurse III Anesthetist		42.67
12316 - Registered Nurse IV		51.14
12317 - Scheduler (Drug and Alcohol Testing)		32.54
12320 - Substance Abuse Treatment Counselor		29.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.91
13012 - Exhibits Specialist II		25.91
13013 - Exhibits Specialist III		31.68
13041 - Illustrator I		21.12
13042 - Illustrator II		26.16
13043 - Illustrator III		32.00
13047 - Librarian		28.91
13050 - Library Aide/Clerk		15.58
13054 - Library Information Technology Systems Administrator		26.11
13058 - Library Technician		20.03
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.07
13063 - Media Specialist III		23.50
13071 - Photographer I		16.33
13072 - Photographer II		18.44
13073 - Photographer III		22.63
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13090 - Technical Order Library Clerk		19.56
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.72
14042 - Computer Operator II		20.94
14043 - Computer Operator III		23.34
14044 - Computer Operator IV		25.94
14045 - Computer Operator V		28.72
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		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		29.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		44.90

15070 - Flight Instructor (Pilot) 44.25
15080 - Graphic Artist 31.96
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 26.13
15095 - Technical Instructor/Course Developer 31.96
15110 - Test Proctor 21.83
15120 - Tutor 21.83
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) 25.12
19040 - Tool And Die Maker 29.90
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.88
21030 - Material Coordinator 25.18
21040 - Material Expediter 25.18
21050 - Material Handling Laborer 14.22
21071 - Order Filler 15.33
21080 - Production Line Worker (Food Processing) 18.88
21110 - Shipping Packer 14.04
21130 - Shipping/Receiving Clerk 14.04
21140 - Store Worker I 13.54
21150 - Stock Clerk 17.81
21210 - Tools And Parts Attendant 18.88
21410 - Warehouse Specialist 18.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.99
23019 - Aircraft Logs and Records Technician 21.98
23021 - Aircraft Mechanic I 26.74
23022 - Aircraft Mechanic II 27.99
23023 - Aircraft Mechanic III 28.99
23040 - Aircraft Mechanic Helper 19.07
23050 - Aircraft Painter 25.12
23060 - Aircraft Servicer 21.98
23070 - Aircraft Survival Flight Equipment Technician 25.12
23080 - Aircraft Worker 23.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.74
II
23110 - Appliance Mechanic 25.12
23120 - Bicycle Repairer 20.48
23125 - Cable Splicer 26.74
23130 - Carpenter Maintenance 30.91
23140 - Carpet Layer 23.55
23160 - Electrician Maintenance 33.55
23181 - Electronics Technician Maintenance I 23.55
23182 - Electronics Technician Maintenance II 25.12
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 21.98
23290 - Fire Alarm System Mechanic 26.74
23310 - Fire Extinguisher Repairer 20.48
23311 - Fuel Distribution System Mechanic 27.67
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 19.20
23380 - Ground Support Equipment Mechanic 26.74
23381 - Ground Support Equipment Servicer 21.98
23382 - Ground Support Equipment Worker 23.55
23391 - Gunsmith I 20.48
23392 - Gunsmith II 23.55
23393 - Gunsmith III 26.74
23410 - Heating Ventilation And Air-Conditioning 27.31
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.59
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.70
23440 - Heavy Equipment Operator 28.86
23460 - Instrument Mechanic 26.74
23465 - Laboratory/Shelter Mechanic 25.12
23470 - Laborer 13.50
23510 - Locksmith 25.12
23530 - Machinery Maintenance Mechanic 29.84
23550 - Machinist Maintenance 26.74
23580 - Maintenance Trades Helper 17.02
23591 - Metrology Technician I 26.74
23592 - Metrology Technician II 27.99
23593 - Metrology Technician III 30.26
23640 - Millwright 29.26
23710 - Office Appliance Repairer 26.03
23760 - Painter Maintenance 23.41
23790 - Pipefitter Maintenance 28.82
23810 - Plumber Maintenance 27.07
23820 - Pneudraulic Systems Mechanic 26.74
23850 - Rigger 26.74
23870 - Scale Mechanic 23.55
23890 - Sheet-Metal Worker Maintenance 26.74
23910 - Small Engine Mechanic 23.55
23931 - Telecommunications Mechanic I 26.90

23932 - Telecommunications Mechanic II 28.16
23950 - Telephone Lineman 26.11
23960 - Welder Combination Maintenance 24.50
23965 - Well Driller 26.74
23970 - Woodcraft Worker 26.74
23980 - Woodworker 20.48
24000 - Personal Needs Occupations
24550 - Case Manager 21.17
24570 - Child Care Attendant 12.06
24580 - Child Care Center Clerk 19.94
24610 - Chore Aide 11.93
24620 - Family Readiness And Support Services Coordinator 21.17
24630 - Homemaker 21.17
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.72
25040 - Sewage Plant Operator 32.79
25070 - Stationary Engineer 29.73
25190 - Ventilation Equipment Tender 21.69
25210 - Water Treatment Plant Operator 32.79
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.56
27007 - Baggage Inspector 14.49
27008 - Corrections Officer 29.73
27010 - Court Security Officer 31.17
27030 - Detection Dog Handler 23.51
27040 - Detention Officer 29.73
27070 - Firefighter 27.18
27101 - Guard I 14.49
27102 - Guard II 23.51
27131 - Police Officer I 35.16
27132 - Police Officer II 39.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.28
28042 - Carnival Equipment Repairer 17.48
28043 - Carnival Worker 12.44
28210 - Gate Attendant/Gate Tender 15.62
28310 - Lifeguard 13.82
28350 - Park Attendant (Aide) 17.38
28510 - Recreation Aide/Health Facility Attendant 12.67
28515 - Recreation Specialist 21.52
28630 - Sports Official 13.84
28690 - Swimming Pool Operator 21.98
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.99
29020 - Hatch Tender 28.99
29030 - Line Handler 28.99
29041 - Stevedore I 27.21
29042 - Stevedore II 30.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 20.59
30022 - Archeological Technician II 22.84
30023 - Archeological Technician III 28.30
30030 - Cartographic Technician 28.30
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 22.62
30052 - Cryogenic Technician II 24.98
30061 - Drafter/CAD Operator I 20.42
30062 - Drafter/CAD Operator II 22.84
30063 - Drafter/CAD Operator III 25.47
30064 - Drafter/CAD Operator IV 31.34
30081 - Engineering Technician I 18.88
30082 - Engineering Technician II 21.19
30083 - Engineering Technician III 23.70
30084 - Engineering Technician IV 29.36
30085 - Engineering Technician V 35.91
30086 - Engineering Technician VI 43.45
30090 - Environmental Technician 22.65
30095 - Evidence Control Specialist 20.42
30210 - Laboratory Technician 21.62
30221 - Latent Fingerprint Technician I 22.62
30222 - Latent Fingerprint Technician II 24.98
30240 - Mathematical Technician 27.79
30361 - Paralegal/Legal Assistant I 21.72
30362 - Paralegal/Legal Assistant II 26.91
30363 - Paralegal/Legal Assistant III 32.91
30364 - Paralegal/Legal Assistant IV 39.82
30375 - Petroleum Supply Specialist 24.98
30390 - Photo-Optics Technician 28.30
30395 - Radiation Control Technician 24.98
30461 - Technical Writer I 23.46
30462 - Technical Writer II 28.69
30463 - Technical Writer III 34.71
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 24.45
30502 - Weather Forecaster II 29.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.47
30621 - Weather Observer Senior (see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 20.11

31043 - Driver Courier	14.82
31260 - Parking and Lot Attendant	12.85
31290 - Shuttle Bus Driver	15.91
31310 - Taxi Driver	14.30
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	18.11
31363 - Truckdriver Heavy	21.55
31364 - Truckdriver Tractor-Trailer	21.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.49
99050 - Desk Clerk	12.31
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	28.05
99310 - Mortician	25.35
99410 - Pest Controller	18.99
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	14.75
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
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

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.: 2015-5609
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: California

Area: California County of Fresno

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.45
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		27.94
01035 - Court Reporter		37.03
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.02
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		14.47
01052 - Data Entry Operator II		15.78
01060 - Dispatcher Motor Vehicle		17.81
01070 - Document Preparation Clerk		17.70
01090 - Duplicating Machine Operator		17.70
01111 - General Clerk I		13.03
01112 - General Clerk II		14.21

01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	14.00
01191 - Order Clerk I	16.27
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	21.10
01290 - Rental Clerk	14.71
01300 - Scheduler Maintenance	16.62
01311 - Secretary I	16.62
01312 - Secretary II	18.60
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	27.94
01420 - Survey Worker	18.50
01460 - Switchboard Operator/Receptionist	14.50
01531 - Travel Clerk I	13.95
01532 - Travel Clerk II	14.68
01533 - Travel Clerk III	15.90
01611 - Word Processor I	16.12
01612 - Word Processor II	18.10
01613 - Word Processor III	20.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.49
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.54
05070 - Automotive Worker	17.54
05110 - Mobile Equipment Servicer	15.44
05130 - Motor Equipment Metal Mechanic	19.66
05160 - Motor Equipment Metal Worker	17.54
05190 - Motor Vehicle Mechanic	19.66
05220 - Motor Vehicle Mechanic Helper	14.38
05250 - Motor Vehicle Upholstery Worker	16.49
05280 - Motor Vehicle Wrecker	17.54
05310 - Painter Automotive	18.61
05340 - Radiator Repair Specialist	17.54
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	19.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40
07041 - Cook I	15.12
07042 - Cook II	17.18
07070 - Dishwasher	12.00
07130 - Food Service Worker	12.43
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	12.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.48

09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	17.59
09090 - Furniture Refinisher Helper	14.03
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	17.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.60
11060 - Elevator Operator	13.52
11090 - Gardener	18.28
11122 - Housekeeping Aide	13.52
11150 - Janitor	13.52
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	13.24
11260 - Pruner	13.57
11270 - Tractor Operator	17.03
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	14.36
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	21.52
12012 - Certified Occupational Therapist Assistant	34.03
12015 - Certified Physical Therapist Assistant	33.39
12020 - Dental Assistant	18.06
12025 - Dental Hygienist	44.44
12030 - EKG Technician	32.61
12035 - Electroneurodiagnostic Technologist	32.61
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	19.23
12072 - Licensed Practical Nurse II	21.52
12073 - Licensed Practical Nurse III	23.99
12100 - Medical Assistant	16.33
12130 - Medical Laboratory Technician	28.46
12160 - Medical Record Clerk	16.63
12190 - Medical Record Technician	18.61
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine Technologist	55.49
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	20.13
12236 - Optical Technician	19.23
12250 - Pharmacy Technician	18.33
12280 - Phlebotomist	18.91
12305 - Radiologic Technologist	35.91
12311 - Registered Nurse I	25.35
12312 - Registered Nurse II	31.01
12313 - Registered Nurse II Specialist	31.01
12314 - Registered Nurse III	41.05
12315 - Registered Nurse III Anesthetist	41.05

12316 - Registered Nurse IV		44.97
12317 - Scheduler (Drug and Alcohol Testing)		26.65
12320 - Substance Abuse Treatment Counselor		23.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.51
13012 - Exhibits Specialist II		37.15
13013 - Exhibits Specialist III		45.42
13041 - Illustrator I		30.51
13042 - Illustrator II		37.15
13043 - Illustrator III		45.42
13047 - Librarian		41.85
13050 - Library Aide/Clerk		15.46
13054 - Library Information Technology Systems Administrator		37.78
13058 - Library Technician		18.15
13061 - Media Specialist I		27.26
13062 - Media Specialist II		30.51
13063 - Media Specialist III		34.01
13071 - Photographer I		17.75
13072 - Photographer II		20.20
13073 - Photographer III		22.39
13074 - Photographer IV		28.02
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		17.74
13110 - Video Teleconference Technician		23.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.13
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.13
14044 - Computer Operator IV		22.36
14045 - Computer Operator V		24.77
14071 - Computer Programmer I	(see 1)	22.87
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		16.13
14160 - Personal Computer Support Technician		22.36
14170 - System Support Specialist		32.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		45.61
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		22.54
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 23.37
15095 - Technical Instructor/Course Developer 28.59
15110 - Test Proctor 18.87
15120 - Tutor 18.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.90
16030 - Counter Attendant 13.90
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.90
16090 - Presser Hand 13.90
16110 - Presser Machine Drycleaning 13.90
16130 - Presser Machine Shirts 13.90
16160 - Presser Machine Wearing Apparel Laundry 13.90
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) 22.84
19040 - Tool And Die Maker 28.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.39
21030 - Material Coordinator 21.10
21040 - Material Expediter 21.10
21050 - Material Handling Laborer 13.68
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 14.39
21110 - Shipping Packer 15.59
21130 - Shipping/Receiving Clerk 15.59
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 14.39
21410 - Warehouse Specialist 14.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.51
23019 - Aircraft Logs and Records Technician 24.29
23021 - Aircraft Mechanic I 28.96
23022 - Aircraft Mechanic II 30.51
23023 - Aircraft Mechanic III 32.06
23040 - Aircraft Mechanic Helper 21.57
23050 - Aircraft Painter 27.42
23060 - Aircraft Servicer 24.29
23070 - Aircraft Survival Flight Equipment Technician 27.42
23080 - Aircraft Worker 25.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.96
23110 - Appliance Mechanic 23.42

23120 - Bicycle Repairer 13.52
23125 - Cable Splicer 25.63
23130 - Carpenter Maintenance 24.52
23140 - Carpet Layer 18.84
23160 - Electrician Maintenance 29.52
23181 - Electronics Technician Maintenance I 23.07
23182 - Electronics Technician Maintenance II 24.49
23183 - Electronics Technician Maintenance III 25.87
23260 - Fabric Worker 21.50
23290 - Fire Alarm System Mechanic 26.09
23310 - Fire Extinguisher Repairer 20.13
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 19.70
23370 - General Maintenance Worker 18.53
23380 - Ground Support Equipment Mechanic 28.96
23381 - Ground Support Equipment Servicer 24.29
23382 - Ground Support Equipment Worker 25.83
23391 - Gunsmith I 20.13
23392 - Gunsmith II 22.87
23393 - Gunsmith III 25.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.48
23430 - Heavy Equipment Mechanic 29.09
23440 - Heavy Equipment Operator 31.30
23460 - Instrument Mechanic 26.32
23465 - Laboratory/Shelter Mechanic 24.27
23470 - Laborer 13.68
23510 - Locksmith 21.70
23530 - Machinery Maintenance Mechanic 25.42
23550 - Machinist Maintenance 20.01
23580 - Maintenance Trades Helper 15.64
23591 - Metrology Technician I 26.32
23592 - Metrology Technician II 27.73
23593 - Metrology Technician III 29.14
23640 - Millwright 25.63
23710 - Office Appliance Repairer 18.48
23760 - Painter Maintenance 21.80
23790 - Pipefitter Maintenance 26.77
23810 - Plumber Maintenance 25.34
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 22.87
23890 - Sheet-Metal Worker Maintenance 22.83
23910 - Small Engine Mechanic 20.79
23931 - Telecommunications Mechanic I 28.99
23932 - Telecommunications Mechanic II 30.55
23950 - Telephone Lineman 37.37
23960 - Welder Combination Maintenance 18.52

23965 - Well Driller	24.09
23970 - Woodcraft Worker	25.63
23980 - Woodworker	20.13
24000 - Personal Needs Occupations	
24550 - Case Manager	17.52
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.28
24610 - Chore Aide	12.09
24620 - Family Readiness And Support Services Coordinator	17.52
24630 - Homemaker	17.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.06
25040 - Sewage Plant Operator	28.36
25070 - Stationary Engineer	40.06
25190 - Ventilation Equipment Tender	29.31
25210 - Water Treatment Plant Operator	28.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.35
27007 - Baggage Inspector	13.65
27008 - Corrections Officer	34.83
27010 - Court Security Officer	33.57
27030 - Detection Dog Handler	15.76
27040 - Detention Officer	34.83
27070 - Firefighter	30.72
27101 - Guard I	13.65
27102 - Guard II	15.76
27131 - Police Officer I	37.00
27132 - Police Officer II	41.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.38
28042 - Carnival Equipment Repairer	16.51
28043 - Carnival Worker	12.21
28210 - Gate Attendant/Gate Tender	15.71
28310 - Lifeguard	13.64
28350 - Park Attendant (Aide)	17.58
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	21.76
28630 - Sports Official	13.99
28690 - Swimming Pool Operator	18.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.87
29020 - Hatch Tender	22.87
29030 - Line Handler	22.87
29041 - Stevedore I	21.50
29042 - Stevedore II	24.27
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		16.65
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		23.08
30030 - Cartographic Technician		23.08
30040 - Civil Engineering Technician		33.72
30051 - Cryogenic Technician I		24.32
30052 - Cryogenic Technician II		26.86
30061 - Drafter/CAD Operator I		16.65
30062 - Drafter/CAD Operator II		18.26
30063 - Drafter/CAD Operator III		20.77
30064 - Drafter/CAD Operator IV		25.55
30081 - Engineering Technician I		16.01
30082 - Engineering Technician II		17.97
30083 - Engineering Technician III		20.69
30084 - Engineering Technician IV		24.90
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		24.63
30095 - Evidence Control Specialist		21.96
30210 - Laboratory Technician		18.05
30221 - Latent Fingerprint Technician I		27.81
30222 - Latent Fingerprint Technician II		30.72
30240 - Mathematical Technician		23.08
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		23.86
30363 - Paralegal/Legal Assistant III		29.19
30364 - Paralegal/Legal Assistant IV		35.31
30375 - Petroleum Supply Specialist		26.86
30390 - Photo-Optics Technician		23.08
30395 - Radiation Control Technician		26.86
30461 - Technical Writer I		24.22
30462 - Technical Writer II		29.64
30463 - Technical Writer III		35.85
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		24.32
30502 - Weather Forecaster II		29.58
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.77
30621 - Weather Observer Senior	(see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.55
31030 - Bus Driver		23.86
31043 - Driver Courier		14.67
31260 - Parking and Lot Attendant		12.08
31290 - Shuttle Bus Driver		15.75

31310 - Taxi Driver	13.09
31361 - Truckdriver Light	15.75
31362 - Truckdriver Medium	17.75
31363 - Truckdriver Heavy	21.43
31364 - Truckdriver Tractor-Trailer	21.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.04
99050 - Desk Clerk	13.33
99095 - Embalmer	29.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.99
99252 - Laboratory Animal Caretaker II	15.02
99260 - Marketing Analyst	26.44
99310 - Mortician	29.37
99410 - Pest Controller	18.03
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.21
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	22.86
99810 - Sales Clerk	13.19
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	34.05
99831 - Surveying Aide	22.64
99832 - Surveying Technician	30.95
99840 - Vending Machine Attendant	15.77
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	15.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5610
Revision No.: 12
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Fresno

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.45
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		27.94
01035 - Court Reporter		37.03
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.02
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		14.47
01052 - Data Entry Operator II		15.78
01060 - Dispatcher Motor Vehicle		17.81
01070 - Document Preparation Clerk		17.70

01090 - Duplicating Machine Operator	17.70
01111 - General Clerk I	13.03
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	14.00
01191 - Order Clerk I	16.27
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	21.10
01290 - Rental Clerk	14.71
01300 - Scheduler Maintenance	16.62
01311 - Secretary I	16.62
01312 - Secretary II	18.60
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	27.94
01420 - Survey Worker	18.50
01460 - Switchboard Operator/Receptionist	14.50
01531 - Travel Clerk I	13.95
01532 - Travel Clerk II	14.68
01533 - Travel Clerk III	15.90
01611 - Word Processor I	16.12
01612 - Word Processor II	18.10
01613 - Word Processor III	20.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.49
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.54
05070 - Automotive Worker	17.54
05110 - Mobile Equipment Servicer	15.44
05130 - Motor Equipment Metal Mechanic	19.66
05160 - Motor Equipment Metal Worker	17.54
05190 - Motor Vehicle Mechanic	19.66
05220 - Motor Vehicle Mechanic Helper	14.38
05250 - Motor Vehicle Upholstery Worker	16.49
05280 - Motor Vehicle Wrecker	17.54
05310 - Painter Automotive	18.61
05340 - Radiator Repair Specialist	17.54
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	19.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40
07041 - Cook I	15.12
07042 - Cook II	17.18
07070 - Dishwasher	12.00
07130 - Food Service Worker	12.43
07210 - Meat Cutter	16.42

07260 - Waiter/Waitress	12.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.48
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	17.59
09090 - Furniture Refinisher Helper	14.03
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	17.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.60
11060 - Elevator Operator	13.52
11090 - Gardener	18.28
11122 - Housekeeping Aide	13.52
11150 - Janitor	13.52
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	13.24
11260 - Pruner	13.57
11270 - Tractor Operator	17.03
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	14.36
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	21.52
12012 - Certified Occupational Therapist Assistant	34.03
12015 - Certified Physical Therapist Assistant	33.39
12020 - Dental Assistant	18.06
12025 - Dental Hygienist	44.44
12030 - EKG Technician	32.61
12035 - Electroneurodiagnostic Technologist	32.61
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	19.23
12072 - Licensed Practical Nurse II	21.52
12073 - Licensed Practical Nurse III	23.99
12100 - Medical Assistant	16.33
12130 - Medical Laboratory Technician	28.46
12160 - Medical Record Clerk	16.63
12190 - Medical Record Technician	18.61
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine Technologist	55.49
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	20.13
12236 - Optical Technician	19.23
12250 - Pharmacy Technician	18.33
12280 - Phlebotomist	18.91
12305 - Radiologic Technologist	35.91
12311 - Registered Nurse I	25.35
12312 - Registered Nurse II	31.01

12313 - Registered Nurse II Specialist		31.01
12314 - Registered Nurse III		41.05
12315 - Registered Nurse III Anesthetist		41.05
12316 - Registered Nurse IV		44.97
12317 - Scheduler (Drug and Alcohol Testing)		26.65
12320 - Substance Abuse Treatment Counselor		23.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.51
13012 - Exhibits Specialist II		37.15
13013 - Exhibits Specialist III		45.42
13041 - Illustrator I		30.51
13042 - Illustrator II		37.15
13043 - Illustrator III		45.42
13047 - Librarian		41.85
13050 - Library Aide/Clerk		15.46
13054 - Library Information Technology Systems Administrator		37.78
13058 - Library Technician		18.15
13061 - Media Specialist I		27.26
13062 - Media Specialist II		30.51
13063 - Media Specialist III		34.01
13071 - Photographer I		17.75
13072 - Photographer II		20.20
13073 - Photographer III		22.39
13074 - Photographer IV		28.02
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		17.74
13110 - Video Teleconference Technician		23.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.13
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.13
14044 - Computer Operator IV		22.36
14045 - Computer Operator V		24.77
14071 - Computer Programmer I	(see 1)	22.87
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		16.13
14160 - Personal Computer Support Technician		22.36
14170 - System Support Specialist		32.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		45.61

15070 - Flight Instructor (Pilot) 41.39
15080 - Graphic Artist 22.54
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 23.37
15095 - Technical Instructor/Course Developer 28.59
15110 - Test Proctor 18.87
15120 - Tutor 18.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.90
16030 - Counter Attendant 13.90
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.90
16090 - Presser Hand 13.90
16110 - Presser Machine Drycleaning 13.90
16130 - Presser Machine Shirts 13.90
16160 - Presser Machine Wearing Apparel Laundry 13.90
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) 22.84
19040 - Tool And Die Maker 28.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.39
21030 - Material Coordinator 21.10
21040 - Material Expediter 21.10
21050 - Material Handling Laborer 13.68
21071 - Order Filler 13.61
21080 - Production Line Worker (Food Processing) 14.39
21110 - Shipping Packer 15.59
21130 - Shipping/Receiving Clerk 15.59
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 14.39
21410 - Warehouse Specialist 14.39
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.51
23019 - Aircraft Logs and Records Technician 24.29
23021 - Aircraft Mechanic I 28.96
23022 - Aircraft Mechanic II 30.51
23023 - Aircraft Mechanic III 32.06
23040 - Aircraft Mechanic Helper 21.57
23050 - Aircraft Painter 27.42
23060 - Aircraft Servicer 24.29
23070 - Aircraft Survival Flight Equipment Technician 27.42
23080 - Aircraft Worker 25.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.96
II
23110 - Appliance Mechanic 23.42
23120 - Bicycle Repairer 13.52
23125 - Cable Splicer 25.63
23130 - Carpenter Maintenance 24.52
23140 - Carpet Layer 18.84
23160 - Electrician Maintenance 29.52
23181 - Electronics Technician Maintenance I 23.07
23182 - Electronics Technician Maintenance II 24.49
23183 - Electronics Technician Maintenance III 25.87
23260 - Fabric Worker 21.50
23290 - Fire Alarm System Mechanic 26.09
23310 - Fire Extinguisher Repairer 20.13
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 19.70
23370 - General Maintenance Worker 18.53
23380 - Ground Support Equipment Mechanic 28.96
23381 - Ground Support Equipment Servicer 24.29
23382 - Ground Support Equipment Worker 25.83
23391 - Gunsmith I 20.13
23392 - Gunsmith II 22.87
23393 - Gunsmith III 25.63
23410 - Heating Ventilation And Air-Conditioning 25.13
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.48
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.09
23440 - Heavy Equipment Operator 31.30
23460 - Instrument Mechanic 26.32
23465 - Laboratory/Shelter Mechanic 24.27
23470 - Laborer 13.68
23510 - Locksmith 21.70
23530 - Machinery Maintenance Mechanic 25.42
23550 - Machinist Maintenance 20.01
23580 - Maintenance Trades Helper 15.64
23591 - Metrology Technician I 26.32
23592 - Metrology Technician II 27.73
23593 - Metrology Technician III 29.14
23640 - Millwright 25.63
23710 - Office Appliance Repairer 18.48
23760 - Painter Maintenance 21.80
23790 - Pipefitter Maintenance 26.77
23810 - Plumber Maintenance 25.34
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 22.87
23890 - Sheet-Metal Worker Maintenance 22.83
23910 - Small Engine Mechanic 20.79
23931 - Telecommunications Mechanic I 28.99

23932 - Telecommunications Mechanic II 30.55
23950 - Telephone Lineman 37.37
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 24.09
23970 - Woodcraft Worker 25.63
23980 - Woodworker 20.13
24000 - Personal Needs Occupations
24550 - Case Manager 17.52
24570 - Child Care Attendant 12.25
24580 - Child Care Center Clerk 15.28
24610 - Chore Aide 12.09
24620 - Family Readiness And Support Services Coordinator 17.52
24630 - Homemaker 17.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 40.06
25040 - Sewage Plant Operator 28.36
25070 - Stationary Engineer 40.06
25190 - Ventilation Equipment Tender 29.31
25210 - Water Treatment Plant Operator 28.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.35
27007 - Baggage Inspector 13.65
27008 - Corrections Officer 34.83
27010 - Court Security Officer 33.57
27030 - Detection Dog Handler 15.76
27040 - Detention Officer 34.83
27070 - Firefighter 30.72
27101 - Guard I 13.65
27102 - Guard II 15.76
27131 - Police Officer I 37.00
27132 - Police Officer II 41.12
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.38
28042 - Carnival Equipment Repairer 16.51
28043 - Carnival Worker 12.21
28210 - Gate Attendant/Gate Tender 15.71
28310 - Lifeguard 13.64
28350 - Park Attendant (Aide) 17.58
28510 - Recreation Aide/Health Facility Attendant 12.82
28515 - Recreation Specialist 21.76
28630 - Sports Official 13.99
28690 - Swimming Pool Operator 18.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.87
29020 - Hatch Tender 22.87
29030 - Line Handler 22.87
29041 - Stevedore I 21.50
29042 - Stevedore II 24.27
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 16.65
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 23.08
30030 - Cartographic Technician 23.08
30040 - Civil Engineering Technician 33.72
30051 - Cryogenic Technician I 24.32
30052 - Cryogenic Technician II 26.86
30061 - Drafter/CAD Operator I 16.65
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.77
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 16.01
30082 - Engineering Technician II 17.97
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 24.90
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.85
30090 - Environmental Technician 24.63
30095 - Evidence Control Specialist 21.96
30210 - Laboratory Technician 18.05
30221 - Latent Fingerprint Technician I 27.81
30222 - Latent Fingerprint Technician II 30.72
30240 - Mathematical Technician 23.08
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 23.86
30363 - Paralegal/Legal Assistant III 29.19
30364 - Paralegal/Legal Assistant IV 35.31
30375 - Petroleum Supply Specialist 26.86
30390 - Photo-Optics Technician 23.08
30395 - Radiation Control Technician 26.86
30461 - Technical Writer I 24.22
30462 - Technical Writer II 29.64
30463 - Technical Writer III 35.85
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 24.32
30502 - Weather Forecaster II 29.58
30620 - Weather Observer Combined Upper Air Or (see 2) 20.77
Surface Programs
30621 - Weather Observer Senior (see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.55
31030 - Bus Driver 23.86

31043 - Driver Courier	14.67
31260 - Parking and Lot Attendant	12.08
31290 - Shuttle Bus Driver	15.75
31310 - Taxi Driver	13.09
31361 - Truckdriver Light	15.75
31362 - Truckdriver Medium	17.75
31363 - Truckdriver Heavy	21.43
31364 - Truckdriver Tractor-Trailer	21.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.04
99050 - Desk Clerk	13.33
99095 - Embalmer	29.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.99
99252 - Laboratory Animal Caretaker II	15.02
99260 - Marketing Analyst	26.44
99310 - Mortician	29.37
99410 - Pest Controller	18.03
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.21
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	22.86
99810 - Sales Clerk	13.19
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	34.05
99831 - Surveying Aide	22.64
99832 - Surveying Technician	30.95
99840 - Vending Machine Attendant	15.77
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	15.77

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5611
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: California

Area: California County of Kings

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.36
01012 - Accounting Clerk II		18.37
01013 - Accounting Clerk III		20.55
01020 - Administrative Assistant		26.85
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		14.90
01042 - Customer Service Representative II		16.75
01043 - Customer Service Representative III		18.27
01051 - Data Entry Operator I		13.19
01052 - Data Entry Operator II		14.39
01060 - Dispatcher Motor Vehicle		22.06
01070 - Document Preparation Clerk		14.39
01090 - Duplicating Machine Operator		14.39
01111 - General Clerk I		15.24
01112 - General Clerk II		16.63

01113 - General Clerk III 18.66
01120 - Housing Referral Assistant 20.61
01141 - Messenger Courier 11.73
01191 - Order Clerk I 13.59
01192 - Order Clerk II 14.93
01261 - Personnel Assistant (Employment) I 16.30
01262 - Personnel Assistant (Employment) II 18.25
01263 - Personnel Assistant (Employment) III 20.34
01270 - Production Control Clerk 23.36
01290 - Rental Clerk 15.25
01300 - Scheduler Maintenance 16.15
01311 - Secretary I 16.15
01312 - Secretary II 18.08
01313 - Secretary III 20.15
01320 - Service Order Dispatcher 19.72
01410 - Supply Technician 26.85
01420 - Survey Worker 18.55
01460 - Switchboard Operator/Receptionist 13.91
01531 - Travel Clerk I 13.59
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.44
01611 - Word Processor I 14.39
01612 - Word Processor II 16.15
01613 - Word Processor III 18.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.71
05010 - Automotive Electrician 19.61
05040 - Automotive Glass Installer 18.47
05070 - Automotive Worker 18.47
05110 - Mobile Equipment Servicer 16.26
05130 - Motor Equipment Metal Mechanic 20.71
05160 - Motor Equipment Metal Worker 18.47
05190 - Motor Vehicle Mechanic 20.71
05220 - Motor Vehicle Mechanic Helper 15.15
05250 - Motor Vehicle Upholstery Worker 17.37
05280 - Motor Vehicle Wrecker 18.47
05310 - Painter Automotive 19.61
05340 - Radiator Repair Specialist 18.47
05370 - Tire Repairer 14.71
05400 - Transmission Repair Specialist 20.71
07000 - Food Preparation And Service Occupations
07010 - Baker 19.75
07041 - Cook I 17.38
07042 - Cook II 19.75
07070 - Dishwasher 11.88
07130 - Food Service Worker 13.38
07210 - Meat Cutter 19.27
07260 - Waiter/Waitress 13.28
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.19

09040 - Furniture Handler	16.48
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	19.53
09110 - Furniture Repairer Minor	22.39
09130 - Upholsterer	25.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.32
11060 - Elevator Operator	16.08
11090 - Gardener	20.93
11122 - Housekeeping Aide	15.96
11150 - Janitor	16.08
11210 - Laborer Grounds Maintenance	16.45
11240 - Maid or Houseman	13.04
11260 - Pruner	15.01
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	16.45
11360 - Window Cleaner	16.81
12000 - Health Occupations	
12010 - Ambulance Driver	25.25
12011 - Breath Alcohol Technician	28.33
12012 - Certified Occupational Therapist Assistant	38.86
12015 - Certified Physical Therapist Assistant	38.27
12020 - Dental Assistant	18.59
12025 - Dental Hygienist	42.68
12030 - EKG Technician	42.93
12035 - Electroneurodiagnostic Technologist	42.93
12040 - Emergency Medical Technician	25.25
12071 - Licensed Practical Nurse I	25.31
12072 - Licensed Practical Nurse II	28.33
12073 - Licensed Practical Nurse III	31.58
12100 - Medical Assistant	14.53
12130 - Medical Laboratory Technician	23.69
12160 - Medical Record Clerk	19.04
12190 - Medical Record Technician	33.07
12195 - Medical Transcriptionist	24.15
12210 - Nuclear Medicine Technologist	62.25
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	28.19
12236 - Optical Technician	25.31
12250 - Pharmacy Technician	18.99
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	42.93
12311 - Registered Nurse I	28.80
12312 - Registered Nurse II	35.23
12313 - Registered Nurse II Specialist	35.23
12314 - Registered Nurse III	43.55
12315 - Registered Nurse III Anesthetist	43.55

12316 - Registered Nurse IV		51.09
12317 - Scheduler (Drug and Alcohol Testing)		35.09
12320 - Substance Abuse Treatment Counselor		35.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.33
13012 - Exhibits Specialist II		18.99
13013 - Exhibits Specialist III		23.22
13041 - Illustrator I		15.30
13042 - Illustrator II		18.99
13043 - Illustrator III		23.22
13047 - Librarian		21.03
13050 - Library Aide/Clerk		14.73
13054 - Library Information Technology Systems Administrator		18.99
13058 - Library Technician		20.08
13061 - Media Specialist I		13.70
13062 - Media Specialist II		15.33
13063 - Media Specialist III		17.09
13071 - Photographer I		14.54
13072 - Photographer II		16.27
13073 - Photographer III		20.15
13074 - Photographer IV		24.65
13075 - Photographer V		29.82
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		13.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.51
14043 - Computer Operator III		18.41
14044 - Computer Operator IV		20.46
14045 - Computer Operator V		22.65
14071 - Computer Programmer I	(see 1)	22.91
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		14.76
14160 - Personal Computer Support Technician		20.46
14170 - System Support Specialist		22.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		33.29
15070 - Flight Instructor (Pilot)		44.31
15080 - Graphic Artist		26.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.55

15086 - Maintenance Test Pilot Rotary Wing 38.55
15088 - Non-Maintenance Test/Co-Pilot 38.55
15090 - Technical Instructor 21.72
15095 - Technical Instructor/Course Developer 26.96
15110 - Test Proctor 17.54
15120 - Tutor 17.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.90
16030 - Counter Attendant 13.90
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 13.90
16090 - Presser Hand 13.90
16110 - Presser Machine Drycleaning 13.90
16130 - Presser Machine Shirts 13.90
16160 - Presser Machine Wearing Apparel Laundry 13.90
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) 25.27
19040 - Tool And Die Maker 30.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.86
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 13.03
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 17.86
21110 - Shipping Packer 18.92
21130 - Shipping/Receiving Clerk 18.92
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 17.86
21410 - Warehouse Specialist 17.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.23
23019 - Aircraft Logs and Records Technician 26.46
23021 - Aircraft Mechanic I 30.98
23022 - Aircraft Mechanic II 32.65
23023 - Aircraft Mechanic III 34.31
23040 - Aircraft Mechanic Helper 22.97
23050 - Aircraft Painter 29.30
23060 - Aircraft Servicer 26.46
23070 - Aircraft Survival Flight Equipment Technician 29.30
23080 - Aircraft Worker 27.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.98
23110 - Appliance Mechanic 25.27

23120 - Bicycle Repairer	20.13
23125 - Cable Splicer	26.69
23130 - Carpenter Maintenance	29.67
23140 - Carpet Layer	23.73
23160 - Electrician Maintenance	29.47
23181 - Electronics Technician Maintenance I	23.82
23182 - Electronics Technician Maintenance II	25.27
23183 - Electronics Technician Maintenance III	26.69
23260 - Fabric Worker	22.39
23290 - Fire Alarm System Mechanic	26.69
23310 - Fire Extinguisher Repairer	20.96
23311 - Fuel Distribution System Mechanic	26.69
23312 - Fuel Distribution System Operator	20.96
23370 - General Maintenance Worker	23.31
23380 - Ground Support Equipment Mechanic	30.98
23381 - Ground Support Equipment Servicer	26.46
23382 - Ground Support Equipment Worker	27.96
23391 - Gunsmith I	20.96
23392 - Gunsmith II	23.82
23393 - Gunsmith III	26.69
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.01
23430 - Heavy Equipment Mechanic	29.47
23440 - Heavy Equipment Operator	25.99
23460 - Instrument Mechanic	26.69
23465 - Laboratory/Shelter Mechanic	25.27
23470 - Laborer	13.03
23510 - Locksmith	25.27
23530 - Machinery Maintenance Mechanic	27.71
23550 - Machinist Maintenance	26.69
23580 - Maintenance Trades Helper	17.26
23591 - Metrology Technician I	26.69
23592 - Metrology Technician II	28.13
23593 - Metrology Technician III	29.56
23640 - Millwright	26.69
23710 - Office Appliance Repairer	25.27
23760 - Painter Maintenance	19.76
23790 - Pipefitter Maintenance	27.84
23810 - Plumber Maintenance	26.36
23820 - Pneudraulic Systems Mechanic	26.69
23850 - Rigger	26.69
23870 - Scale Mechanic	23.82
23890 - Sheet-Metal Worker Maintenance	26.60
23910 - Small Engine Mechanic	23.73
23931 - Telecommunications Mechanic I	30.48
23932 - Telecommunications Mechanic II	32.13
23950 - Telephone Lineman	26.69
23960 - Welder Combination Maintenance	19.07

23965 - Well Driller	23.27
23970 - Woodcraft Worker	26.69
23980 - Woodworker	20.96
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	12.53
24580 - Child Care Center Clerk	15.63
24610 - Chore Aide	12.00
24620 - Family Readiness And Support Services Coordinator	18.65
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.69
25040 - Sewage Plant Operator	25.93
25070 - Stationary Engineer	26.69
25190 - Ventilation Equipment Tender	19.53
25210 - Water Treatment Plant Operator	25.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.58
27007 - Baggage Inspector	14.67
27008 - Corrections Officer	24.10
27010 - Court Security Officer	24.17
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	24.10
27070 - Firefighter	23.92
27101 - Guard I	14.67
27102 - Guard II	16.42
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.25
28043 - Carnival Worker	10.61
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	13.29
28350 - Park Attendant (Aide)	16.69
28510 - Recreation Aide/Health Facility Attendant	12.18
28515 - Recreation Specialist	20.67
28630 - Sports Official	13.29
28690 - Swimming Pool Operator	22.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.82
29020 - Hatch Tender	23.82
29030 - Line Handler	23.82
29041 - Stevedore I	22.39
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		17.11
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.72
30030 - Cartographic Technician		23.72
30040 - Civil Engineering Technician		21.71
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.11
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.35
30064 - Drafter/CAD Operator IV		26.26
30081 - Engineering Technician I		16.68
30082 - Engineering Technician II		18.72
30083 - Engineering Technician III		20.94
30084 - Engineering Technician IV		25.95
30085 - Engineering Technician V		31.74
30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		23.32
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		20.59
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		23.32
30361 - Paralegal/Legal Assistant I		17.98
30362 - Paralegal/Legal Assistant II		20.72
30363 - Paralegal/Legal Assistant III		25.34
30364 - Paralegal/Legal Assistant IV		30.65
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		23.72
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.15
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		26.26
30502 - Weather Forecaster II		31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.35
30621 - Weather Observer Senior	(see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.91
31030 - Bus Driver		16.19
31043 - Driver Courier		14.57
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.64

31310 - Taxi Driver	15.03
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	16.71
31363 - Truckdriver Heavy	20.08
31364 - Truckdriver Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.32
99050 - Desk Clerk	12.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.01
99252 - Laboratory Animal Caretaker II	19.33
99260 - Marketing Analyst	26.92
99310 - Mortician	25.35
99410 - Pest Controller	21.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.84
99711 - Recycling Specialist	23.33
99730 - Refuse Collector	19.67
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	21.37
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
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: 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.: 2015-5612
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Kings

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.36
01012 - Accounting Clerk II		18.37
01013 - Accounting Clerk III		20.55
01020 - Administrative Assistant		26.85
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		14.90
01042 - Customer Service Representative II		16.75
01043 - Customer Service Representative III		18.27
01051 - Data Entry Operator I		13.19
01052 - Data Entry Operator II		14.39
01060 - Dispatcher Motor Vehicle		22.06
01070 - Document Preparation Clerk		14.39

01090 - Duplicating Machine Operator	14.39
01111 - General Clerk I	15.24
01112 - General Clerk II	16.63
01113 - General Clerk III	18.66
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.73
01191 - Order Clerk I	13.59
01192 - Order Clerk II	14.93
01261 - Personnel Assistant (Employment) I	16.30
01262 - Personnel Assistant (Employment) II	18.25
01263 - Personnel Assistant (Employment) III	20.34
01270 - Production Control Clerk	23.36
01290 - Rental Clerk	15.25
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.08
01313 - Secretary III	20.15
01320 - Service Order Dispatcher	19.72
01410 - Supply Technician	26.85
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	13.91
01531 - Travel Clerk I	13.59
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.44
01611 - Word Processor I	14.39
01612 - Word Processor II	16.15
01613 - Word Processor III	18.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.71
05010 - Automotive Electrician	19.61
05040 - Automotive Glass Installer	18.47
05070 - Automotive Worker	18.47
05110 - Mobile Equipment Servicer	16.26
05130 - Motor Equipment Metal Mechanic	20.71
05160 - Motor Equipment Metal Worker	18.47
05190 - Motor Vehicle Mechanic	20.71
05220 - Motor Vehicle Mechanic Helper	15.15
05250 - Motor Vehicle Upholstery Worker	17.37
05280 - Motor Vehicle Wrecker	18.47
05310 - Painter Automotive	19.61
05340 - Radiator Repair Specialist	18.47
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	20.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.75
07041 - Cook I	17.38
07042 - Cook II	19.75
07070 - Dishwasher	11.88
07130 - Food Service Worker	13.38
07210 - Meat Cutter	19.27

07260 - Waiter/Waitress	13.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.19
09040 - Furniture Handler	16.48
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	19.53
09110 - Furniture Repairer Minor	22.39
09130 - Upholsterer	25.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.32
11060 - Elevator Operator	16.08
11090 - Gardener	20.93
11122 - Housekeeping Aide	15.96
11150 - Janitor	16.08
11210 - Laborer Grounds Maintenance	16.45
11240 - Maid or Houseman	13.04
11260 - Pruner	15.01
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	16.45
11360 - Window Cleaner	16.81
12000 - Health Occupations	
12010 - Ambulance Driver	25.25
12011 - Breath Alcohol Technician	28.33
12012 - Certified Occupational Therapist Assistant	38.86
12015 - Certified Physical Therapist Assistant	38.27
12020 - Dental Assistant	18.59
12025 - Dental Hygienist	42.68
12030 - EKG Technician	42.93
12035 - Electroneurodiagnostic Technologist	42.93
12040 - Emergency Medical Technician	25.25
12071 - Licensed Practical Nurse I	25.31
12072 - Licensed Practical Nurse II	28.33
12073 - Licensed Practical Nurse III	31.58
12100 - Medical Assistant	14.53
12130 - Medical Laboratory Technician	23.69
12160 - Medical Record Clerk	19.04
12190 - Medical Record Technician	33.07
12195 - Medical Transcriptionist	24.15
12210 - Nuclear Medicine Technologist	62.25
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	28.19
12236 - Optical Technician	25.31
12250 - Pharmacy Technician	18.99
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	42.93
12311 - Registered Nurse I	28.80
12312 - Registered Nurse II	35.23

12313 - Registered Nurse II Specialist		35.23
12314 - Registered Nurse III		43.55
12315 - Registered Nurse III Anesthetist		43.55
12316 - Registered Nurse IV		51.09
12317 - Scheduler (Drug and Alcohol Testing)		35.09
12320 - Substance Abuse Treatment Counselor		35.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.33
13012 - Exhibits Specialist II		18.99
13013 - Exhibits Specialist III		23.22
13041 - Illustrator I		15.30
13042 - Illustrator II		18.99
13043 - Illustrator III		23.22
13047 - Librarian		21.03
13050 - Library Aide/Clerk		14.73
13054 - Library Information Technology Systems Administrator		18.99
13058 - Library Technician		20.08
13061 - Media Specialist I		13.70
13062 - Media Specialist II		15.33
13063 - Media Specialist III		17.09
13071 - Photographer I		14.54
13072 - Photographer II		16.27
13073 - Photographer III		20.15
13074 - Photographer IV		24.65
13075 - Photographer V		29.82
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		13.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.51
14043 - Computer Operator III		18.41
14044 - Computer Operator IV		20.46
14045 - Computer Operator V		22.65
14071 - Computer Programmer I	(see 1)	22.91
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		14.76
14160 - Personal Computer Support Technician		20.46
14170 - System Support Specialist		22.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		33.29

15070 - Flight Instructor (Pilot)	44.31
15080 - Graphic Artist	26.96
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.55
15086 - Maintenance Test Pilot Rotary Wing	38.55
15088 - Non-Maintenance Test/Co-Pilot	38.55
15090 - Technical Instructor	21.72
15095 - Technical Instructor/Course Developer	26.96
15110 - Test Proctor	17.54
15120 - Tutor	17.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.90
16030 - Counter Attendant	13.90
16040 - Dry Cleaner	16.26
16070 - Finisher Flatwork Machine	13.90
16090 - Presser Hand	13.90
16110 - Presser Machine Drycleaning	13.90
16130 - Presser Machine Shirts	13.90
16160 - Presser Machine Wearing Apparel Laundry	13.90
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)	25.27
19040 - Tool And Die Maker	30.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.86
21030 - Material Coordinator	23.89
21040 - Material Expediter	23.89
21050 - Material Handling Laborer	13.03
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	17.86
21110 - Shipping Packer	18.92
21130 - Shipping/Receiving Clerk	18.92
21140 - Store Worker I	13.93
21150 - Stock Clerk	17.00
21210 - Tools And Parts Attendant	17.86
21410 - Warehouse Specialist	17.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.23
23019 - Aircraft Logs and Records Technician	26.46
23021 - Aircraft Mechanic I	30.98
23022 - Aircraft Mechanic II	32.65
23023 - Aircraft Mechanic III	34.31
23040 - Aircraft Mechanic Helper	22.97
23050 - Aircraft Painter	29.30
23060 - Aircraft Servicer	26.46
23070 - Aircraft Survival Flight Equipment Technician	29.30
23080 - Aircraft Worker	27.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.98
II
23110 - Appliance Mechanic 25.27
23120 - Bicycle Repairer 20.13
23125 - Cable Splicer 26.69
23130 - Carpenter Maintenance 29.67
23140 - Carpet Layer 23.73
23160 - Electrician Maintenance 29.47
23181 - Electronics Technician Maintenance I 23.82
23182 - Electronics Technician Maintenance II 25.27
23183 - Electronics Technician Maintenance III 26.69
23260 - Fabric Worker 22.39
23290 - Fire Alarm System Mechanic 26.69
23310 - Fire Extinguisher Repairer 20.96
23311 - Fuel Distribution System Mechanic 26.69
23312 - Fuel Distribution System Operator 20.96
23370 - General Maintenance Worker 23.31
23380 - Ground Support Equipment Mechanic 30.98
23381 - Ground Support Equipment Servicer 26.46
23382 - Ground Support Equipment Worker 27.96
23391 - Gunsmith I 20.96
23392 - Gunsmith II 23.82
23393 - Gunsmith III 26.69
23410 - Heating Ventilation And Air-Conditioning 26.10
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.01
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.47
23440 - Heavy Equipment Operator 25.99
23460 - Instrument Mechanic 26.69
23465 - Laboratory/Shelter Mechanic 25.27
23470 - Laborer 13.03
23510 - Locksmith 25.27
23530 - Machinery Maintenance Mechanic 27.71
23550 - Machinist Maintenance 26.69
23580 - Maintenance Trades Helper 17.26
23591 - Metrology Technician I 26.69
23592 - Metrology Technician II 28.13
23593 - Metrology Technician III 29.56
23640 - Millwright 26.69
23710 - Office Appliance Repairer 25.27
23760 - Painter Maintenance 19.76
23790 - Pipefitter Maintenance 27.84
23810 - Plumber Maintenance 26.36
23820 - Pneudraulic Systems Mechanic 26.69
23850 - Rigger 26.69
23870 - Scale Mechanic 23.82
23890 - Sheet-Metal Worker Maintenance 26.60
23910 - Small Engine Mechanic 23.73
23931 - Telecommunications Mechanic I 30.48

23932 - Telecommunications Mechanic II 32.13
23950 - Telephone Lineman 26.69
23960 - Welder Combination Maintenance 19.07
23965 - Well Driller 23.27
23970 - Woodcraft Worker 26.69
23980 - Woodworker 20.96
24000 - Personal Needs Occupations
24550 - Case Manager 18.65
24570 - Child Care Attendant 12.53
24580 - Child Care Center Clerk 15.63
24610 - Chore Aide 12.00
24620 - Family Readiness And Support Services Coordinator 18.65
24630 - Homemaker 18.65
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.69
25040 - Sewage Plant Operator 25.93
25070 - Stationary Engineer 26.69
25190 - Ventilation Equipment Tender 19.53
25210 - Water Treatment Plant Operator 25.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.58
27007 - Baggage Inspector 14.67
27008 - Corrections Officer 24.10
27010 - Court Security Officer 24.17
27030 - Detection Dog Handler 16.42
27040 - Detention Officer 24.10
27070 - Firefighter 23.92
27101 - Guard I 14.67
27102 - Guard II 16.42
27131 - Police Officer I 32.52
27132 - Police Officer II 36.13
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.55
28042 - Carnival Equipment Repairer 14.25
28043 - Carnival Worker 10.61
28210 - Gate Attendant/Gate Tender 14.91
28310 - Lifeguard 13.29
28350 - Park Attendant (Aide) 16.69
28510 - Recreation Aide/Health Facility Attendant 12.18
28515 - Recreation Specialist 20.67
28630 - Sports Official 13.29
28690 - Swimming Pool Operator 22.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.82
29020 - Hatch Tender 23.82
29030 - Line Handler 23.82
29041 - Stevedore I 22.39
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 17.11
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.72
30030 - Cartographic Technician 23.72
30040 - Civil Engineering Technician 21.71
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 17.11
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.35
30064 - Drafter/CAD Operator IV 26.26
30081 - Engineering Technician I 16.68
30082 - Engineering Technician II 18.72
30083 - Engineering Technician III 20.94
30084 - Engineering Technician IV 25.95
30085 - Engineering Technician V 31.74
30086 - Engineering Technician VI 38.40
30090 - Environmental Technician 23.32
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 20.59
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.32
30361 - Paralegal/Legal Assistant I 17.98
30362 - Paralegal/Legal Assistant II 20.72
30363 - Paralegal/Legal Assistant III 25.34
30364 - Paralegal/Legal Assistant IV 30.65
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.72
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.15
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 26.26
30502 - Weather Forecaster II 31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.35
30621 - Weather Observer Senior (see 2) 23.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.91
31030 - Bus Driver 16.19

31043 - Driver Courier	14.57
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	16.71
31363 - Truckdriver Heavy	20.08
31364 - Truckdriver Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.32
99050 - Desk Clerk	12.64
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.01
99252 - Laboratory Animal Caretaker II	19.33
99260 - Marketing Analyst	26.92
99310 - Mortician	25.35
99410 - Pest Controller	21.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.84
99711 - Recycling Specialist	23.33
99730 - Refuse Collector	19.67
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	21.37
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
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: 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.: 2015-5613
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: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	18.09
01012 - Accounting Clerk II	20.32
01013 - Accounting Clerk III	22.73
01020 - Administrative Assistant	34.07
01035 - Court Reporter	32.09
01041 - Customer Service Representative I	15.01
01042 - Customer Service Representative II	16.87
01043 - Customer Service Representative III	18.41
01051 - Data Entry Operator I	15.62
01052 - Data Entry Operator II	17.04
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	17.26
01090 - Duplicating Machine Operator	17.26
01111 - General Clerk I	14.89
01112 - General Clerk II	16.25
01113 - General Clerk III	18.25
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	15.43
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.73
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.07
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	18.20
01532 - Travel Clerk II	19.81
01533 - Travel Clerk III	21.28
01611 - Word Processor I	18.05
01612 - Word Processor II	20.27
01613 - Word Processor III	22.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.70
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40

05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	16.63
07042 - Cook II	19.24
07070 - Dishwasher	12.31
07130 - Food Service Worker	12.62
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	12.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.11
11060 - Elevator Operator	14.71
11090 - Gardener	21.03
11122 - Housekeeping Aide	14.71
11150 - Janitor	14.71
11210 - Laborer Grounds Maintenance	15.77
11240 - Maid or Houseman	14.34
11260 - Pruner	14.89
11270 - Tractor Operator	19.28
11330 - Trail Maintenance Worker	15.77
11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	24.89
12012 - Certified Occupational Therapist Assistant	34.28
12015 - Certified Physical Therapist Assistant	34.47
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	51.84
12030 - EKG Technician	36.47
12035 - Electroneurodiagnostic Technologist	36.47
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	22.24
12072 - Licensed Practical Nurse II	24.89
12073 - Licensed Practical Nurse III	27.74
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	26.64
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	22.19
12195 - Medical Transcriptionist	23.42

12210 - Nuclear Medicine Technologist		53.87
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.81
12223 - Nursing Assistant III		16.16
12224 - Nursing Assistant IV		18.15
12235 - Optical Dispenser		21.48
12236 - Optical Technician		17.13
12250 - Pharmacy Technician		20.86
12280 - Phlebotomist		19.71
12305 - Radiologic Technologist		39.48
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		30.83
12320 - Substance Abuse Treatment Counselor		23.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.83
13012 - Exhibits Specialist II		30.76
13013 - Exhibits Specialist III		37.63
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		38.46
13050 - Library Aide/Clerk		17.17
13054 - Library Information Technology Systems Administrator		34.73
13058 - Library Technician		22.40
13061 - Media Specialist I		25.07
13062 - Media Specialist II		28.04
13063 - Media Specialist III		31.26
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		26.61
13074 - Photographer IV		33.56
13075 - Photographer V		40.61
13090 - Technical Order Library Clerk		20.08
13110 - Video Teleconference Technician		25.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.48
14042 - Computer Operator II		21.79
14043 - Computer Operator III		24.29
14044 - Computer Operator IV		26.99
14045 - Computer Operator V		29.89
14071 - Computer Programmer I	(see 1)	27.42
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		19.48
14160 - Personal Computer Support Technician		26.99
14170 - System Support Specialist		33.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		40.84
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		28.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.01
15086 - Maintenance Test Pilot Rotary Wing		49.01
15088 - Non-Maintenance Test/Co-Pilot		49.01
15090 - Technical Instructor		27.06
15095 - Technical Instructor/Course Developer		33.10
15110 - Test Proctor		21.85
15120 - Tutor		21.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
16030 - Counter Attendant		
16040 - Dry Cleaner		
16070 - Finisher Flatwork Machine		
16090 - Presser Hand		
16110 - Presser Machine Drycleaning		
16130 - Presser Machine Shirts		
16160 - Presser Machine Wearing Apparel Laundry		
16190 - Sewing Machine Operator		
16220 - Tailor		
16250 - Washer Machine		
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.01
19040 - Tool And Die Maker		29.11
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		23.73
21040 - Material Expediter		23.73
21050 - Material Handling Laborer		14.08
21071 - Order Filler		14.12
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		15.91
21130 - Shipping/Receiving Clerk		15.91
21140 - Store Worker I		15.34
21150 - Stock Clerk		18.85
21210 - Tools And Parts Attendant		17.57
21410 - Warehouse Specialist		17.57
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	36.26
23019 - Aircraft Logs and Records Technician	28.30
23021 - Aircraft Mechanic I	34.24
23022 - Aircraft Mechanic II	36.26
23023 - Aircraft Mechanic III	37.67
23040 - Aircraft Mechanic Helper	24.01
23050 - Aircraft Painter	32.25
23060 - Aircraft Servicer	28.30
23070 - Aircraft Survival Flight Equipment Technician	32.25
23080 - Aircraft Worker	30.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.24
23110 - Appliance Mechanic	22.12
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	48.28
23130 - Carpenter Maintenance	29.33
23140 - Carpet Layer	23.23
23160 - Electrician Maintenance	32.34
23181 - Electronics Technician Maintenance I	27.21
23182 - Electronics Technician Maintenance II	28.97
23183 - Electronics Technician Maintenance III	30.75
23260 - Fabric Worker	27.33
23290 - Fire Alarm System Mechanic	26.03
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	37.65
23312 - Fuel Distribution System Operator	28.79
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	34.24
23381 - Ground Support Equipment Servicer	28.30
23382 - Ground Support Equipment Worker	30.30
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.68
23393 - Gunsmith III	30.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.55
23440 - Heavy Equipment Operator	41.01
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	28.42
23470 - Laborer	14.08
23510 - Locksmith	26.86
23530 - Machinery Maintenance Mechanic	28.51
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	15.48
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76

23593 - Metrology Technician III 36.12
23640 - Millwright 30.03
23710 - Office Appliance Repairer 21.95
23760 - Painter Maintenance 24.65
23790 - Pipefitter Maintenance 28.53
23810 - Plumber Maintenance 26.88
23820 - Pneudraulic Systems Mechanic 30.16
23850 - Rigger 29.87
23870 - Scale Mechanic 26.68
23890 - Sheet-Metal Worker Maintenance 28.02
23910 - Small Engine Mechanic 20.48
23931 - Telecommunications Mechanic I 30.06
23932 - Telecommunications Mechanic II 31.84
23950 - Telephone Lineman 32.19
23960 - Welder Combination Maintenance 19.75
23965 - Well Driller 29.72
23970 - Woodcraft Worker 29.87
23980 - Woodworker 22.84
24000 - Personal Needs Occupations
24550 - Case Manager 19.39
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.03
24610 - Chore Aide 12.49
24620 - Family Readiness And Support Services Coordinator 19.39
24630 - Homemaker 19.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.56
25040 - Sewage Plant Operator 38.29
25070 - Stationary Engineer 37.56
25190 - Ventilation Equipment Tender 26.33
25210 - Water Treatment Plant Operator 38.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 33.25
27007 - Baggage Inspector 14.43
27008 - Corrections Officer 35.81
27010 - Court Security Officer 39.56
27030 - Detection Dog Handler 23.77
27040 - Detention Officer 35.81
27070 - Firefighter 43.31
27101 - Guard I 14.43
27102 - Guard II 23.77
27131 - Police Officer I 48.95
27132 - Police Officer II 54.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29
28042 - Carnival Equipment Repairer 17.76
28043 - Carnival Worker 12.63
28210 - Gate Attendant/Gate Tender 17.89
28310 - Lifeguard 17.03

28350 - Park Attendant (Aide)		20.01
28510 - Recreation Aide/Health Facility Attendant		14.60
28515 - Recreation Specialist		24.79
28630 - Sports Official		15.93
28690 - Swimming Pool Operator		20.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.18
29020 - Hatch Tender		32.18
29030 - Line Handler		32.18
29041 - Stevedore I		30.05
29042 - Stevedore II		34.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.59
30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.81
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		37.25
30051 - Cryogenic Technician I		30.15
30052 - Cryogenic Technician II		33.30
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		29.33
30095 - Evidence Control Specialist		27.23
30210 - Laboratory Technician		23.13
30221 - Latent Fingerprint Technician I		41.17
30222 - Latent Fingerprint Technician II		45.48
30240 - Mathematical Technician		37.31
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30375 - Petroleum Supply Specialist		33.30
30390 - Photo-Optics Technician		33.92
30395 - Radiation Control Technician		33.30
30461 - Technical Writer I		27.70
30462 - Technical Writer II		33.89
30463 - Technical Writer III		41.00
30491 - Unexploded Ordnance (UXO) Technician I		28.95
30492 - Unexploded Ordnance (UXO) Technician II		35.02

30493 - Unexploded Ordnance (UXO) Technician III		41.98
30494 - Unexploded (UXO) Safety Escort		28.95
30495 - Unexploded (UXO) Sweep Personnel		28.95
30501 - Weather Forecaster I		31.36
30502 - Weather Forecaster II		38.17
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	31.00
30621 - Weather Observer Senior	(see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.02
31020 - Bus Aide		15.86
31030 - Bus Driver		22.85
31043 - Driver Courier		16.24
31260 - Parking and Lot Attendant		13.31
31290 - Shuttle Bus Driver		17.71
31310 - Taxi Driver		15.81
31361 - Truckdriver Light		17.71
31362 - Truckdriver Medium		20.63
31363 - Truckdriver Heavy		22.68
31364 - Truckdriver Tractor-Trailer		22.68
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.08
99030 - Cashier		12.78
99050 - Desk Clerk		14.02
99095 - Embalmer		29.77
99130 - Flight Follower		28.95
99251 - Laboratory Animal Caretaker I		14.74
99252 - Laboratory Animal Caretaker II		16.07
99260 - Marketing Analyst		31.48
99310 - Mortician		34.35
99410 - Pest Controller		19.10
99510 - Photofinishing Worker		18.97
99710 - Recycling Laborer		29.07
99711 - Recycling Specialist		35.54
99730 - Refuse Collector		27.56
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		15.32
99830 - Survey Party Chief		54.57
99831 - Surveying Aide		30.56
99832 - Surveying Technician		40.17
99840 - Vending Machine Attendant		13.35
99841 - Vending Machine Repairer		16.83
99842 - Vending Machine Repairer Helper		13.35

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.: 2015-5614
Revision No.: 16
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.09
01012 - Accounting Clerk II		20.32
01013 - Accounting Clerk III		22.73
01020 - Administrative Assistant		34.07
01035 - Court Reporter		32.09
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.87
01043 - Customer Service Representative III		18.41
01051 - Data Entry Operator I		15.62
01052 - Data Entry Operator II		17.04
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		17.26
01090 - Duplicating Machine Operator		17.26
01111 - General Clerk I		14.89
01112 - General Clerk II		16.25
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		15.43
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.73
01290 - Rental Clerk		16.83
01300 - Scheduler Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		34.07
01420 - Survey Worker		19.93
01460 - Switchboard Operator/Receptionist		15.86
01531 - Travel Clerk I		18.20
01532 - Travel Clerk II		19.81
01533 - Travel Clerk III		21.28
01611 - Word Processor I		18.05
01612 - Word Processor II		20.27
01613 - Word Processor III		22.67
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		25.70
05010 - Automotive Electrician		22.18
05040 - Automotive Glass Installer		20.84
05070 - Automotive Worker		20.84
05110 - Mobile Equipment Servicer		19.16
05130 - Motor Equipment Metal Mechanic		23.56
05160 - Motor Equipment Metal Worker		20.84

05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	16.63
07042 - Cook II	19.24
07070 - Dishwasher	12.31
07130 - Food Service Worker	12.62
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	12.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.11
11060 - Elevator Operator	14.71
11090 - Gardener	21.03
11122 - Housekeeping Aide	14.71
11150 - Janitor	14.71
11210 - Laborer Grounds Maintenance	15.77
11240 - Maid or Houseman	14.34
11260 - Pruner	14.89
11270 - Tractor Operator	19.28
11330 - Trail Maintenance Worker	15.77
11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	24.89
12012 - Certified Occupational Therapist Assistant	34.28
12015 - Certified Physical Therapist Assistant	34.47
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	51.84
12030 - EKG Technician	36.47
12035 - Electroneurodiagnostic Technologist	36.47
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	22.24
12072 - Licensed Practical Nurse II	24.89
12073 - Licensed Practical Nurse III	27.74
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	26.64

12160 - Medical Record Clerk		19.83
12190 - Medical Record Technician		22.19
12195 - Medical Transcriptionist		23.42
12210 - Nuclear Medicine Technologist		53.87
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.81
12223 - Nursing Assistant III		16.16
12224 - Nursing Assistant IV		18.15
12235 - Optical Dispenser		21.48
12236 - Optical Technician		17.13
12250 - Pharmacy Technician		20.86
12280 - Phlebotomist		19.71
12305 - Radiologic Technologist		39.48
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		30.83
12320 - Substance Abuse Treatment Counselor		23.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.83
13012 - Exhibits Specialist II		30.76
13013 - Exhibits Specialist III		37.63
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		38.46
13050 - Library Aide/Clerk		17.17
13054 - Library Information Technology Systems Administrator		34.73
13058 - Library Technician		22.40
13061 - Media Specialist I		25.07
13062 - Media Specialist II		28.04
13063 - Media Specialist III		31.26
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		26.61
13074 - Photographer IV		33.56
13075 - Photographer V		40.61
13090 - Technical Order Library Clerk		20.08
13110 - Video Teleconference Technician		25.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.48
14042 - Computer Operator II		21.79
14043 - Computer Operator III		24.29
14044 - Computer Operator IV		26.99
14045 - Computer Operator V		29.89
14071 - Computer Programmer I	(see 1)	27.42

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		19.48
14160 - Personal Computer Support Technician		26.99
14170 - System Support Specialist		33.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		40.84
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		28.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.01
15086 - Maintenance Test Pilot Rotary Wing		49.01
15088 - Non-Maintenance Test/Co-Pilot		49.01
15090 - Technical Instructor		27.06
15095 - Technical Instructor/Course Developer		33.10
15110 - Test Proctor		21.85
15120 - Tutor		21.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
16030 - Counter Attendant		
16040 - Dry Cleaner		
16070 - Finisher Flatwork Machine		
16090 - Presser Hand		
16110 - Presser Machine Drycleaning		
16130 - Presser Machine Shirts		
16160 - Presser Machine Wearing Apparel Laundry		
16190 - Sewing Machine Operator		
16220 - Tailor		
16250 - Washer Machine		
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.01
19040 - Tool And Die Maker		29.11
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		23.73
21040 - Material Expediter		23.73
21050 - Material Handling Laborer		14.08
21071 - Order Filler		14.12
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		15.91
21130 - Shipping/Receiving Clerk		15.91
21140 - Store Worker I		15.34
21150 - Stock Clerk		18.85

21210 - Tools And Parts Attendant 17.57
21410 - Warehouse Specialist 17.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.26
23019 - Aircraft Logs and Records Technician 28.30
23021 - Aircraft Mechanic I 34.24
23022 - Aircraft Mechanic II 36.26
23023 - Aircraft Mechanic III 37.67
23040 - Aircraft Mechanic Helper 24.01
23050 - Aircraft Painter 32.25
23060 - Aircraft Servicer 28.30
23070 - Aircraft Survival Flight Equipment Technician 32.25
23080 - Aircraft Worker 30.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.24
23110 - Appliance Mechanic 22.12
23120 - Bicycle Repairer 15.47
23125 - Cable Splicer 48.28
23130 - Carpenter Maintenance 29.33
23140 - Carpet Layer 23.23
23160 - Electrician Maintenance 32.34
23181 - Electronics Technician Maintenance I 27.21
23182 - Electronics Technician Maintenance II 28.97
23183 - Electronics Technician Maintenance III 30.75
23260 - Fabric Worker 27.33
23290 - Fire Alarm System Mechanic 26.03
23310 - Fire Extinguisher Repairer 23.06
23311 - Fuel Distribution System Mechanic 37.65
23312 - Fuel Distribution System Operator 28.79
23370 - General Maintenance Worker 23.26
23380 - Ground Support Equipment Mechanic 34.24
23381 - Ground Support Equipment Servicer 28.30
23382 - Ground Support Equipment Worker 30.30
23391 - Gunsmith I 23.06
23392 - Gunsmith II 26.68
23393 - Gunsmith III 30.16
23410 - Heating Ventilation And Air-Conditioning Mechanic
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 34.55
23440 - Heavy Equipment Operator 41.01
23460 - Instrument Mechanic 32.82
23465 - Laboratory/Shelter Mechanic 28.42
23470 - Laborer 14.08
23510 - Locksmith 26.86
23530 - Machinery Maintenance Mechanic 28.51
23550 - Machinist Maintenance 25.41

23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 32.82
23592 - Metrology Technician II 34.76
23593 - Metrology Technician III 36.12
23640 - Millwright 30.03
23710 - Office Appliance Repairer 21.95
23760 - Painter Maintenance 24.65
23790 - Pipefitter Maintenance 28.53
23810 - Plumber Maintenance 26.88
23820 - Pneudraulic Systems Mechanic 30.16
23850 - Rigger 29.87
23870 - Scale Mechanic 26.68
23890 - Sheet-Metal Worker Maintenance 28.02
23910 - Small Engine Mechanic 20.48
23931 - Telecommunications Mechanic I 30.06
23932 - Telecommunications Mechanic II 31.84
23950 - Telephone Lineman 32.19
23960 - Welder Combination Maintenance 19.75
23965 - Well Driller 29.72
23970 - Woodcraft Worker 29.87
23980 - Woodworker 22.84
24000 - Personal Needs Occupations
24550 - Case Manager 19.39
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.03
24610 - Chore Aide 12.49
24620 - Family Readiness And Support Services Coordinator 19.39
24630 - Homemaker 19.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.56
25040 - Sewage Plant Operator 38.29
25070 - Stationary Engineer 37.56
25190 - Ventilation Equipment Tender 26.33
25210 - Water Treatment Plant Operator 38.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 33.25
27007 - Baggage Inspector 14.43
27008 - Corrections Officer 35.81
27010 - Court Security Officer 39.56
27030 - Detection Dog Handler 23.77
27040 - Detention Officer 35.81
27070 - Firefighter 43.31
27101 - Guard I 14.43
27102 - Guard II 23.77
27131 - Police Officer I 48.95
27132 - Police Officer II 54.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29
28042 - Carnival Equipment Repairer 17.76

28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		17.89
28310 - Lifeguard		17.03
28350 - Park Attendant (Aide)		20.01
28510 - Recreation Aide/Health Facility Attendant		14.60
28515 - Recreation Specialist		24.79
28630 - Sports Official		15.93
28690 - Swimming Pool Operator		20.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.18
29020 - Hatch Tender		32.18
29030 - Line Handler		32.18
29041 - Stevedore I		30.05
29042 - Stevedore II		34.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.59
30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.81
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		37.25
30051 - Cryogenic Technician I		30.15
30052 - Cryogenic Technician II		33.30
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		29.33
30095 - Evidence Control Specialist		27.23
30210 - Laboratory Technician		23.13
30221 - Latent Fingerprint Technician I		41.17
30222 - Latent Fingerprint Technician II		45.48
30240 - Mathematical Technician		37.31
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30375 - Petroleum Supply Specialist		33.30
30390 - Photo-Optics Technician		33.92
30395 - Radiation Control Technician		33.30
30461 - Technical Writer I		27.70
30462 - Technical Writer II		33.89

30463 - Technical Writer III 41.00
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 31.36
30502 - Weather Forecaster II 38.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 31.00
30621 - Weather Observer Senior (see 2) 33.79

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 15.86
31030 - Bus Driver 22.85
31043 - Driver Courier 16.24
31260 - Parking and Lot Attendant 13.31
31290 - Shuttle Bus Driver 17.71
31310 - Taxi Driver 15.81
31361 - Truckdriver Light 17.71
31362 - Truckdriver Medium 20.63
31363 - Truckdriver Heavy 22.68
31364 - Truckdriver Tractor-Trailer 22.68

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.08
99030 - Cashier 12.78
99050 - Desk Clerk 14.02
99095 - Embalmer 29.77
99130 - Flight Follower 28.95
99251 - Laboratory Animal Caretaker I 14.74
99252 - Laboratory Animal Caretaker II 16.07
99260 - Marketing Analyst 31.48
99310 - Mortician 34.35
99410 - Pest Controller 19.10
99510 - Photofinishing Worker 18.97
99710 - Recycling Laborer 29.07
99711 - Recycling Specialist 35.54
99730 - Refuse Collector 27.56
99810 - Sales Clerk 17.13
99820 - School Crossing Guard 15.32
99830 - Survey Party Chief 54.57
99831 - Surveying Aide 30.56
99832 - Surveying Technician 40.17
99840 - Vending Machine Attendant 13.35
99841 - Vending Machine Repairer 16.83
99842 - Vending Machine Repairer Helper 13.35

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

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.: 2015-5615
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: California

Area: California County of Madera

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.32
01020 - Administrative Assistant		27.99
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		14.53
01042 - Customer Service Representative II		16.34
01043 - Customer Service Representative III		17.83
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		20.70
01070 - Document Preparation Clerk		13.98
01090 - Duplicating Machine Operator		13.98
01111 - General Clerk I		14.05
01112 - General Clerk II		15.33

01113 - General Clerk III 17.21
01120 - Housing Referral Assistant 19.57
01141 - Messenger Courier 11.39
01191 - Order Clerk I 15.03
01192 - Order Clerk II 16.40
01261 - Personnel Assistant (Employment) I 15.70
01262 - Personnel Assistant (Employment) II 17.56
01263 - Personnel Assistant (Employment) III 19.57
01270 - Production Control Clerk 25.45
01290 - Rental Clerk 16.20
01300 - Scheduler Maintenance 15.70
01311 - Secretary I 15.70
01312 - Secretary II 17.56
01313 - Secretary III 19.57
01320 - Service Order Dispatcher 18.97
01410 - Supply Technician 27.99
01420 - Survey Worker 17.56
01460 - Switchboard Operator/Receptionist 12.88
01531 - Travel Clerk I 13.48
01532 - Travel Clerk II 13.85
01533 - Travel Clerk III 14.98
01611 - Word Processor I 13.98
01612 - Word Processor II 15.70
01613 - Word Processor III 17.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.84
05010 - Automotive Electrician 19.76
05040 - Automotive Glass Installer 18.70
05070 - Automotive Worker 18.70
05110 - Mobile Equipment Servicer 16.59
05130 - Motor Equipment Metal Mechanic 20.78
05160 - Motor Equipment Metal Worker 18.70
05190 - Motor Vehicle Mechanic 20.78
05220 - Motor Vehicle Mechanic Helper 15.48
05250 - Motor Vehicle Upholstery Worker 17.65
05280 - Motor Vehicle Wrecker 18.70
05310 - Painter Automotive 19.76
05340 - Radiator Repair Specialist 18.70
05370 - Tire Repairer 14.97
05400 - Transmission Repair Specialist 20.78
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 17.66
07042 - Cook II 20.06
07070 - Dishwasher 12.07
07130 - Food Service Worker 12.59
07210 - Meat Cutter 16.42
07260 - Waiter/Waitress 12.81
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.76

09040 - Furniture Handler	15.45
09080 - Furniture Refinisher	21.76
09090 - Furniture Refinisher Helper	17.03
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	13.42
11090 - Gardener	16.99
11122 - Housekeeping Aide	13.42
11150 - Janitor	13.42
11210 - Laborer Grounds Maintenance	14.43
11240 - Maid or Houseman	13.75
11260 - Pruner	13.26
11270 - Tractor Operator	15.83
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.36
12000 - Health Occupations	
12010 - Ambulance Driver	24.10
12011 - Breath Alcohol Technician	28.01
12012 - Certified Occupational Therapist Assistant	38.43
12015 - Certified Physical Therapist Assistant	38.43
12020 - Dental Assistant	21.31
12025 - Dental Hygienist	42.17
12030 - EKG Technician	41.91
12035 - Electroneurodiagnostic Technologist	41.91
12040 - Emergency Medical Technician	24.10
12071 - Licensed Practical Nurse I	25.03
12072 - Licensed Practical Nurse II	28.01
12073 - Licensed Practical Nurse III	31.23
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	23.69
12160 - Medical Record Clerk	21.79
12190 - Medical Record Technician	24.39
12195 - Medical Transcriptionist	25.03
12210 - Nuclear Medicine Technologist	61.56
12221 - Nursing Assistant I	12.38
12222 - Nursing Assistant II	13.92
12223 - Nursing Assistant III	15.18
12224 - Nursing Assistant IV	17.04
12235 - Optical Dispenser	27.36
12236 - Optical Technician	24.32
12250 - Pharmacy Technician	21.62
12280 - Phlebotomist	19.17
12305 - Radiologic Technologist	37.74
12311 - Registered Nurse I	27.74
12312 - Registered Nurse II	33.94
12313 - Registered Nurse II Specialist	33.94
12314 - Registered Nurse III	41.05
12315 - Registered Nurse III Anesthetist	41.05

12316 - Registered Nurse IV		49.20
12317 - Scheduler (Drug and Alcohol Testing)		34.70
12320 - Substance Abuse Treatment Counselor		34.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.07
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.03
13041 - Illustrator I		22.07
13042 - Illustrator II		25.37
13043 - Illustrator III		31.03
13047 - Librarian		30.26
13050 - Library Aide/Clerk		16.17
13054 - Library Information Technology Systems Administrator		27.32
13058 - Library Technician		21.75
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.04
13063 - Media Specialist III		24.56
13071 - Photographer I		17.75
13072 - Photographer II		20.20
13073 - Photographer III		22.39
13074 - Photographer IV		28.02
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.90
14042 - Computer Operator II		19.03
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.39
14045 - Computer Operator V		27.07
14071 - Computer Programmer I	(see 1)	18.30
14072 - Computer Programmer II	(see 1)	22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.90
14160 - Personal Computer Support Technician		24.39
14170 - System Support Specialist		27.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		36.57
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		30.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.39

15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.55
15120 - Tutor 18.55
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) 23.29
19040 - Tool And Die Maker 28.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.96
21030 - Material Coordinator 25.45
21040 - Material Expediter 25.45
21050 - Material Handling Laborer 13.00
21071 - Order Filler 14.87
21080 - Production Line Worker (Food Processing) 14.96
21110 - Shipping Packer 17.08
21130 - Shipping/Receiving Clerk 17.08
21140 - Store Worker I 14.88
21150 - Stock Clerk 18.72
21210 - Tools And Parts Attendant 14.96
21410 - Warehouse Specialist 14.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.69
23019 - Aircraft Logs and Records Technician 20.79
23021 - Aircraft Mechanic I 24.49
23022 - Aircraft Mechanic II 25.69
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 20.79
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.49
23110 - Appliance Mechanic 23.29

23120 - Bicycle Repairer	19.03
23125 - Cable Splicer	24.49
23130 - Carpenter Maintenance	29.78
23140 - Carpet Layer	22.03
23160 - Electrician Maintenance	35.08
23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	23.48
23183 - Electronics Technician Maintenance III	24.80
23260 - Fabric Worker	20.79
23290 - Fire Alarm System Mechanic	24.49
23310 - Fire Extinguisher Repairer	19.50
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	19.84
23380 - Ground Support Equipment Mechanic	24.49
23381 - Ground Support Equipment Servicer	20.79
23382 - Ground Support Equipment Worker	22.03
23391 - Gunsmith I	19.50
23392 - Gunsmith II	22.03
23393 - Gunsmith III	24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	24.85
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	13.00
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	29.39
23550 - Machinist Maintenance	24.49
23580 - Maintenance Trades Helper	16.81
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	25.69
23593 - Metrology Technician III	26.93
23640 - Millwright	24.49
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	23.85
23790 - Pipefitter Maintenance	25.63
23810 - Plumber Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	24.49
23850 - Rigger	24.49
23870 - Scale Mechanic	22.03
23890 - Sheet-Metal Worker Maintenance	24.49
23910 - Small Engine Mechanic	23.45
23931 - Telecommunications Mechanic I	30.00
23932 - Telecommunications Mechanic II	31.47
23950 - Telephone Lineman	31.93
23960 - Welder Combination Maintenance	18.92

23965 - Well Driller	24.49
23970 - Woodcraft Worker	24.49
23980 - Woodworker	19.50
24000 - Personal Needs Occupations	
24550 - Case Manager	18.66
24570 - Child Care Attendant	13.48
24580 - Child Care Center Clerk	16.82
24610 - Chore Aide	13.35
24620 - Family Readiness And Support Services Coordinator	18.66
24630 - Homemaker	18.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	26.97
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	26.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	28.49
27010 - Court Security Officer	28.49
27030 - Detection Dog Handler	15.76
27040 - Detention Officer	28.49
27070 - Firefighter	27.93
27101 - Guard I	12.87
27102 - Guard II	15.76
27131 - Police Officer I	30.42
27132 - Police Officer II	33.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.33
28042 - Carnival Equipment Repairer	17.52
28043 - Carnival Worker	12.87
28210 - Gate Attendant/Gate Tender	16.27
28310 - Lifeguard	14.76
28350 - Park Attendant (Aide)	18.21
28510 - Recreation Aide/Health Facility Attendant	13.29
28515 - Recreation Specialist	22.55
28630 - Sports Official	14.50
28690 - Swimming Pool Operator	20.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.03
29020 - Hatch Tender	22.03
29030 - Line Handler	22.03
29041 - Stevedore I	20.79
29042 - Stevedore II	23.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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 18.62
30023 - Archeological Technician III 23.08
30030 - Cartographic Technician 23.08
30040 - Civil Engineering Technician 25.83
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 16.65
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.77
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 15.79
30082 - Engineering Technician II 17.23
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 22.60
30085 - Engineering Technician V 27.64
30086 - Engineering Technician VI 33.44
30090 - Environmental Technician 22.63
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 18.05
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 23.08
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 22.66
30363 - Paralegal/Legal Assistant III 27.72
30364 - Paralegal/Legal Assistant IV 33.54
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 23.08
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 22.24
30462 - Technical Writer II 27.20
30463 - Technical Writer III 32.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.77
30621 - Weather Observer Senior (see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.74
31030 - Bus Driver 18.31
31043 - Driver Courier 15.21
31260 - Parking and Lot Attendant 12.74
31290 - Shuttle Bus Driver 16.31

31310 - Taxi Driver	14.75
31361 - Truckdriver Light	16.31
31362 - Truckdriver Medium	17.39
31363 - Truckdriver Heavy	19.65
31364 - Truckdriver Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.23
99050 - Desk Clerk	13.34
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.07
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	28.68
99310 - Mortician	26.70
99410 - Pest Controller	16.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.82
99711 - Recycling Specialist	20.68
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	16.03
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	24.41
99842 - Vending Machine Repairer Helper	19.81

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.: 2015-5616
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Madera

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.32
01020 - Administrative Assistant		27.99
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		14.53
01042 - Customer Service Representative II		16.34
01043 - Customer Service Representative III		17.83
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		20.70
01070 - Document Preparation Clerk		13.98

01090 - Duplicating Machine Operator	13.98
01111 - General Clerk I	14.05
01112 - General Clerk II	15.33
01113 - General Clerk III	17.21
01120 - Housing Referral Assistant	19.57
01141 - Messenger Courier	11.39
01191 - Order Clerk I	15.03
01192 - Order Clerk II	16.40
01261 - Personnel Assistant (Employment) I	15.70
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	19.57
01270 - Production Control Clerk	25.45
01290 - Rental Clerk	16.20
01300 - Scheduler Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.56
01313 - Secretary III	19.57
01320 - Service Order Dispatcher	18.97
01410 - Supply Technician	27.99
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	12.88
01531 - Travel Clerk I	13.48
01532 - Travel Clerk II	13.85
01533 - Travel Clerk III	14.98
01611 - Word Processor I	13.98
01612 - Word Processor II	15.70
01613 - Word Processor III	17.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.84
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.70
05070 - Automotive Worker	18.70
05110 - Mobile Equipment Servicer	16.59
05130 - Motor Equipment Metal Mechanic	20.78
05160 - Motor Equipment Metal Worker	18.70
05190 - Motor Vehicle Mechanic	20.78
05220 - Motor Vehicle Mechanic Helper	15.48
05250 - Motor Vehicle Upholstery Worker	17.65
05280 - Motor Vehicle Wrecker	18.70
05310 - Painter Automotive	19.76
05340 - Radiator Repair Specialist	18.70
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	20.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	17.66
07042 - Cook II	20.06
07070 - Dishwasher	12.07
07130 - Food Service Worker	12.59
07210 - Meat Cutter	16.42

07260 - Waiter/Waitress	12.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.76
09040 - Furniture Handler	15.45
09080 - Furniture Refinisher	21.76
09090 - Furniture Refinisher Helper	17.03
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	13.42
11090 - Gardener	16.99
11122 - Housekeeping Aide	13.42
11150 - Janitor	13.42
11210 - Laborer Grounds Maintenance	14.43
11240 - Maid or Houseman	13.75
11260 - Pruner	13.26
11270 - Tractor Operator	15.83
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.36
12000 - Health Occupations	
12010 - Ambulance Driver	24.10
12011 - Breath Alcohol Technician	28.01
12012 - Certified Occupational Therapist Assistant	38.43
12015 - Certified Physical Therapist Assistant	38.43
12020 - Dental Assistant	21.31
12025 - Dental Hygienist	42.17
12030 - EKG Technician	41.91
12035 - Electroneurodiagnostic Technologist	41.91
12040 - Emergency Medical Technician	24.10
12071 - Licensed Practical Nurse I	25.03
12072 - Licensed Practical Nurse II	28.01
12073 - Licensed Practical Nurse III	31.23
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	23.69
12160 - Medical Record Clerk	21.79
12190 - Medical Record Technician	24.39
12195 - Medical Transcriptionist	25.03
12210 - Nuclear Medicine Technologist	61.56
12221 - Nursing Assistant I	12.38
12222 - Nursing Assistant II	13.92
12223 - Nursing Assistant III	15.18
12224 - Nursing Assistant IV	17.04
12235 - Optical Dispenser	27.36
12236 - Optical Technician	24.32
12250 - Pharmacy Technician	21.62
12280 - Phlebotomist	19.17
12305 - Radiologic Technologist	37.74
12311 - Registered Nurse I	27.74
12312 - Registered Nurse II	33.94

12313 - Registered Nurse II Specialist		33.94
12314 - Registered Nurse III		41.05
12315 - Registered Nurse III Anesthetist		41.05
12316 - Registered Nurse IV		49.20
12317 - Scheduler (Drug and Alcohol Testing)		34.70
12320 - Substance Abuse Treatment Counselor		34.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.07
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.03
13041 - Illustrator I		22.07
13042 - Illustrator II		25.37
13043 - Illustrator III		31.03
13047 - Librarian		30.26
13050 - Library Aide/Clerk		16.17
13054 - Library Information Technology Systems Administrator		27.32
13058 - Library Technician		21.75
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.04
13063 - Media Specialist III		24.56
13071 - Photographer I		17.75
13072 - Photographer II		20.20
13073 - Photographer III		22.39
13074 - Photographer IV		28.02
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.90
14042 - Computer Operator II		19.03
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.39
14045 - Computer Operator V		27.07
14071 - Computer Programmer I	(see 1)	18.30
14072 - Computer Programmer II	(see 1)	22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.90
14160 - Personal Computer Support Technician		24.39
14170 - System Support Specialist		27.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		36.57

15070 - Flight Instructor (Pilot) 41.39
15080 - Graphic Artist 30.46
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.39
15086 - Maintenance Test Pilot Rotary Wing 41.39
15088 - Non-Maintenance Test/Co-Pilot 41.39
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.55
15120 - Tutor 18.55
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) 23.29
19040 - Tool And Die Maker 28.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.96
21030 - Material Coordinator 25.45
21040 - Material Expediter 25.45
21050 - Material Handling Laborer 13.00
21071 - Order Filler 14.87
21080 - Production Line Worker (Food Processing) 14.96
21110 - Shipping Packer 17.08
21130 - Shipping/Receiving Clerk 17.08
21140 - Store Worker I 14.88
21150 - Stock Clerk 18.72
21210 - Tools And Parts Attendant 14.96
21410 - Warehouse Specialist 14.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.69
23019 - Aircraft Logs and Records Technician 20.79
23021 - Aircraft Mechanic I 24.49
23022 - Aircraft Mechanic II 25.69
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 20.79
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.49
23110 - Appliance Mechanic 23.29
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 24.49
23130 - Carpenter Maintenance 29.78
23140 - Carpet Layer 22.03
23160 - Electrician Maintenance 35.08
23181 - Electronics Technician Maintenance I 22.03
23182 - Electronics Technician Maintenance II 23.48
23183 - Electronics Technician Maintenance III 24.80
23260 - Fabric Worker 20.79
23290 - Fire Alarm System Mechanic 24.49
23310 - Fire Extinguisher Repairer 19.50
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 19.70
23370 - General Maintenance Worker 19.84
23380 - Ground Support Equipment Mechanic 24.49
23381 - Ground Support Equipment Servicer 20.79
23382 - Ground Support Equipment Worker 22.03
23391 - Gunsmith I 19.50
23392 - Gunsmith II 22.03
23393 - Gunsmith III 24.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.28
23430 - Heavy Equipment Mechanic 24.85
23440 - Heavy Equipment Operator 28.33
23460 - Instrument Mechanic 24.49
23465 - Laboratory/Shelter Mechanic 23.29
23470 - Laborer 13.00
23510 - Locksmith 23.29
23530 - Machinery Maintenance Mechanic 29.39
23550 - Machinist Maintenance 24.49
23580 - Maintenance Trades Helper 16.81
23591 - Metrology Technician I 24.49
23592 - Metrology Technician II 25.69
23593 - Metrology Technician III 26.93
23640 - Millwright 24.49
23710 - Office Appliance Repairer 23.29
23760 - Painter Maintenance 23.85
23790 - Pipefitter Maintenance 25.63
23810 - Plumber Maintenance 24.26
23820 - Pneudraulic Systems Mechanic 24.49
23850 - Rigger 24.49
23870 - Scale Mechanic 22.03
23890 - Sheet-Metal Worker Maintenance 24.49
23910 - Small Engine Mechanic 23.45
23931 - Telecommunications Mechanic I 30.00

23932 - Telecommunications Mechanic II 31.47
23950 - Telephone Lineman 31.93
23960 - Welder Combination Maintenance 18.92
23965 - Well Driller 24.49
23970 - Woodcraft Worker 24.49
23980 - Woodworker 19.50
24000 - Personal Needs Occupations
24550 - Case Manager 18.66
24570 - Child Care Attendant 13.48
24580 - Child Care Center Clerk 16.82
24610 - Chore Aide 13.35
24620 - Family Readiness And Support Services Coordinator 18.66
24630 - Homemaker 18.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.76
25040 - Sewage Plant Operator 26.97
25070 - Stationary Engineer 27.76
25190 - Ventilation Equipment Tender 20.21
25210 - Water Treatment Plant Operator 26.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.41
27007 - Baggage Inspector 12.87
27008 - Corrections Officer 28.49
27010 - Court Security Officer 28.49
27030 - Detection Dog Handler 15.76
27040 - Detention Officer 28.49
27070 - Firefighter 27.93
27101 - Guard I 12.87
27102 - Guard II 15.76
27131 - Police Officer I 30.42
27132 - Police Officer II 33.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.33
28042 - Carnival Equipment Repairer 17.52
28043 - Carnival Worker 12.87
28210 - Gate Attendant/Gate Tender 16.27
28310 - Lifeguard 14.76
28350 - Park Attendant (Aide) 18.21
28510 - Recreation Aide/Health Facility Attendant 13.29
28515 - Recreation Specialist 22.55
28630 - Sports Official 14.50
28690 - Swimming Pool Operator 20.17
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.03
29020 - Hatch Tender 22.03
29030 - Line Handler 22.03
29041 - Stevedore I 20.79
29042 - Stevedore II 23.29
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 18.62
30023 - Archeological Technician III 23.08
30030 - Cartographic Technician 23.08
30040 - Civil Engineering Technician 25.83
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 16.65
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.77
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 15.79
30082 - Engineering Technician II 17.23
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 22.60
30085 - Engineering Technician V 27.64
30086 - Engineering Technician VI 33.44
30090 - Environmental Technician 22.63
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 18.05
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 23.08
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 22.66
30363 - Paralegal/Legal Assistant III 27.72
30364 - Paralegal/Legal Assistant IV 33.54
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 23.08
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 22.24
30462 - Technical Writer II 27.20
30463 - Technical Writer III 32.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.77
30621 - Weather Observer Senior (see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.74
31030 - Bus Driver 18.31

31043 - Driver Courier	15.21
31260 - Parking and Lot Attendant	12.74
31290 - Shuttle Bus Driver	16.31
31310 - Taxi Driver	14.75
31361 - Truckdriver Light	16.31
31362 - Truckdriver Medium	17.39
31363 - Truckdriver Heavy	19.65
31364 - Truckdriver Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.23
99050 - Desk Clerk	13.34
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.07
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	28.68
99310 - Mortician	26.70
99410 - Pest Controller	16.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.82
99711 - Recycling Specialist	20.68
99730 - Refuse Collector	17.29
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	16.03
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	24.41
99842 - Vending Machine Repairer Helper	19.81

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

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.: 2015-5617
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: California

Area: California County of Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		32.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		14.37
01042 - Customer Service Representative II		16.16
01043 - Customer Service Representative III		17.64
01051 - Data Entry Operator I		14.48
01052 - Data Entry Operator II		15.79
01060 - Dispatcher Motor Vehicle		19.99
01070 - Document Preparation Clerk		15.79
01090 - Duplicating Machine Operator		15.79
01111 - General Clerk I		13.51
01112 - General Clerk II		14.74

01113 - General Clerk III 16.54
01120 - Housing Referral Assistant 22.11
01141 - Messenger Courier 14.52
01191 - Order Clerk I 18.56
01192 - Order Clerk II 20.25
01261 - Personnel Assistant (Employment) I 17.59
01262 - Personnel Assistant (Employment) II 19.68
01263 - Personnel Assistant (Employment) III 21.94
01270 - Production Control Clerk 24.44
01290 - Rental Clerk 16.67
01300 - Scheduler Maintenance 17.72
01311 - Secretary I 17.72
01312 - Secretary II 19.83
01313 - Secretary III 22.11
01320 - Service Order Dispatcher 17.87
01410 - Supply Technician 32.91
01420 - Survey Worker 17.72
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.54
01533 - Travel Clerk III 16.69
01611 - Word Processor I 15.49
01612 - Word Processor II 17.38
01613 - Word Processor III 19.45
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.59
05010 - Automotive Electrician 17.75
05040 - Automotive Glass Installer 15.97
05070 - Automotive Worker 15.97
05110 - Mobile Equipment Servicer 14.17
05130 - Motor Equipment Metal Mechanic 18.11
05160 - Motor Equipment Metal Worker 15.97
05190 - Motor Vehicle Mechanic 18.11
05220 - Motor Vehicle Mechanic Helper 13.43
05250 - Motor Vehicle Upholstery Worker 15.72
05280 - Motor Vehicle Wrecker 15.97
05310 - Painter Automotive 16.84
05340 - Radiator Repair Specialist 15.97
05370 - Tire Repairer 14.12
05400 - Transmission Repair Specialist 18.11
07000 - Food Preparation And Service Occupations
07010 - Baker 15.58
07041 - Cook I 17.10
07042 - Cook II 19.25
07070 - Dishwasher 11.83
07130 - Food Service Worker 12.84
07210 - Meat Cutter 16.42
07260 - Waiter/Waitress 11.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.16

09040 - Furniture Handler	15.86
09080 - Furniture Refinisher	23.16
09090 - Furniture Refinisher Helper	18.37
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	23.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.74
11060 - Elevator Operator	15.32
11090 - Gardener	21.15
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer Grounds Maintenance	17.14
11240 - Maid or Houseman	11.80
11260 - Pruner	15.75
11270 - Tractor Operator	19.86
11330 - Trail Maintenance Worker	17.14
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	22.51
12012 - Certified Occupational Therapist Assistant	30.73
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	17.75
12025 - Dental Hygienist	43.21
12030 - EKG Technician	33.94
12035 - Electroneurodiagnostic Technologist	33.94
12040 - Emergency Medical Technician	22.40
12071 - Licensed Practical Nurse I	20.24
12072 - Licensed Practical Nurse II	22.64
12073 - Licensed Practical Nurse III	25.23
12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	20.02
12160 - Medical Record Clerk	19.81
12190 - Medical Record Technician	22.17
12195 - Medical Transcriptionist	20.24
12210 - Nuclear Medicine Technologist	49.74
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	22.40
12236 - Optical Technician	20.02
12250 - Pharmacy Technician	18.60
12280 - Phlebotomist	22.31
12305 - Radiologic Technologist	36.43
12311 - Registered Nurse I	27.38
12312 - Registered Nurse II	33.50
12313 - Registered Nurse II Specialist	33.50
12314 - Registered Nurse III	49.68
12315 - Registered Nurse III Anesthetist	49.68

12316 - Registered Nurse IV		48.58
12317 - Scheduler (Drug and Alcohol Testing)		28.03
12320 - Substance Abuse Treatment Counselor		26.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.07
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.03
13041 - Illustrator I		22.07
13042 - Illustrator II		25.37
13043 - Illustrator III		31.03
13047 - Librarian		30.26
13050 - Library Aide/Clerk		17.50
13054 - Library Information Technology Systems Administrator		27.32
13058 - Library Technician		21.04
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.04
13063 - Media Specialist III		24.56
13071 - Photographer I		17.97
13072 - Photographer II		20.20
13073 - Photographer III		24.63
13074 - Photographer IV		30.46
13075 - Photographer V		36.86
13090 - Technical Order Library Clerk		21.99
13110 - Video Teleconference Technician		20.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.90
14042 - Computer Operator II		19.03
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.39
14045 - Computer Operator V		27.07
14071 - Computer Programmer I	(see 1)	19.00
14072 - Computer Programmer II	(see 1)	23.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.90
14160 - Personal Computer Support Technician		24.39
14170 - System Support Specialist		33.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		45.28
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		29.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.06

15086 - Maintenance Test Pilot Rotary Wing 38.06
15088 - Non-Maintenance Test/Co-Pilot 38.06
15090 - Technical Instructor 24.88
15095 - Technical Instructor/Course Developer 30.46
15110 - Test Proctor 20.41
15120 - Tutor 20.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.82
19040 - Tool And Die Maker 28.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.07
21030 - Material Coordinator 24.44
21040 - Material Expediter 24.44
21050 - Material Handling Laborer 13.26
21071 - Order Filler 12.61
21080 - Production Line Worker (Food Processing) 18.07
21110 - Shipping Packer 18.72
21130 - Shipping/Receiving Clerk 18.72
21140 - Store Worker I 15.63
21150 - Stock Clerk 20.01
21210 - Tools And Parts Attendant 18.07
21410 - Warehouse Specialist 18.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.97
23019 - Aircraft Logs and Records Technician 21.35
23021 - Aircraft Mechanic I 24.86
23022 - Aircraft Mechanic II 25.97
23023 - Aircraft Mechanic III 27.12
23040 - Aircraft Mechanic Helper 18.83
23050 - Aircraft Painter 23.82
23060 - Aircraft Servicer 21.35
23070 - Aircraft Survival Flight Equipment Technician 23.82
23080 - Aircraft Worker 22.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.86
23110 - Appliance Mechanic 23.82

23120 - Bicycle Repairer	19.03
23125 - Cable Splicer	24.86
23130 - Carpenter Maintenance	29.49
23140 - Carpet Layer	22.59
23160 - Electrician Maintenance	28.45
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.82
23183 - Electronics Technician Maintenance III	24.86
23260 - Fabric Worker	21.35
23290 - Fire Alarm System Mechanic	24.86
23310 - Fire Extinguisher Repairer	20.06
23311 - Fuel Distribution System Mechanic	28.63
23312 - Fuel Distribution System Operator	23.00
23370 - General Maintenance Worker	20.03
23380 - Ground Support Equipment Mechanic	24.86
23381 - Ground Support Equipment Servicer	21.35
23382 - Ground Support Equipment Worker	22.59
23391 - Gunsmith I	20.06
23392 - Gunsmith II	22.59
23393 - Gunsmith III	24.86
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.69
23430 - Heavy Equipment Mechanic	28.34
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	24.86
23465 - Laboratory/Shelter Mechanic	23.82
23470 - Laborer	13.26
23510 - Locksmith	23.82
23530 - Machinery Maintenance Mechanic	26.98
23550 - Machinist Maintenance	22.01
23580 - Maintenance Trades Helper	17.13
23591 - Metrology Technician I	24.86
23592 - Metrology Technician II	25.97
23593 - Metrology Technician III	27.12
23640 - Millwright	24.86
23710 - Office Appliance Repairer	23.82
23760 - Painter Maintenance	23.75
23790 - Pipefitter Maintenance	23.30
23810 - Plumber Maintenance	22.05
23820 - Pneudraulic Systems Mechanic	24.86
23850 - Rigger	24.86
23870 - Scale Mechanic	22.59
23890 - Sheet-Metal Worker Maintenance	24.86
23910 - Small Engine Mechanic	22.59
23931 - Telecommunications Mechanic I	31.04
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	26.39
23960 - Welder Combination Maintenance	18.52

23965 - Well Driller	24.86
23970 - Woodcraft Worker	24.86
23980 - Woodworker	20.06
24000 - Personal Needs Occupations	
24550 - Case Manager	23.61
24570 - Child Care Attendant	14.31
24580 - Child Care Center Clerk	17.85
24610 - Chore Aide	12.11
24620 - Family Readiness And Support Services Coordinator	23.61
24630 - Homemaker	23.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	27.96
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	27.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.87
27007 - Baggage Inspector	13.89
27008 - Corrections Officer	27.51
27010 - Court Security Officer	30.62
27030 - Detection Dog Handler	15.54
27040 - Detention Officer	27.51
27070 - Firefighter	27.93
27101 - Guard I	13.89
27102 - Guard II	15.54
27131 - Police Officer I	39.49
27132 - Police Officer II	43.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.54
28042 - Carnival Equipment Repairer	16.56
28043 - Carnival Worker	12.33
28210 - Gate Attendant/Gate Tender	15.93
28310 - Lifeguard	14.10
28350 - Park Attendant (Aide)	17.83
28510 - Recreation Aide/Health Facility Attendant	13.01
28515 - Recreation Specialist	22.08
28630 - Sports Official	14.19
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.59
29020 - Hatch Tender	22.59
29030 - Line Handler	22.59
29041 - Stevedore I	21.35
29042 - Stevedore II	23.82
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 16.65
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 23.08
30030 - Cartographic Technician 23.08
30040 - Civil Engineering Technician 28.41
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 16.65
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.77
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 15.79
30082 - Engineering Technician II 17.23
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 22.60
30085 - Engineering Technician V 27.64
30086 - Engineering Technician VI 33.44
30090 - Environmental Technician 22.63
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 19.86
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 23.08
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 22.66
30363 - Paralegal/Legal Assistant III 27.72
30364 - Paralegal/Legal Assistant IV 33.54
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.08
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.24
30462 - Technical Writer II 27.20
30463 - Technical Writer III 32.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.77
30621 - Weather Observer Senior (see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.21
31030 - Bus Driver 22.61
31043 - Driver Courier 19.91
31260 - Parking and Lot Attendant 15.81
31290 - Shuttle Bus Driver 19.64

31310 - Taxi Driver	18.00
31361 - Truckdriver Light	21.21
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	19.65
31364 - Truckdriver Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.38
99050 - Desk Clerk	12.71
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.68
99252 - Laboratory Animal Caretaker II	16.69
99260 - Marketing Analyst	34.69
99310 - Mortician	26.70
99410 - Pest Controller	18.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.54
99711 - Recycling Specialist	21.48
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	17.04
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	25.77
99842 - Vending Machine Repairer Helper	19.81

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.: 2015-5618
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Merced

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		32.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		14.37
01042 - Customer Service Representative II		16.16
01043 - Customer Service Representative III		17.64
01051 - Data Entry Operator I		14.48
01052 - Data Entry Operator II		15.79
01060 - Dispatcher Motor Vehicle		19.99
01070 - Document Preparation Clerk		15.79

01090 - Duplicating Machine Operator	15.79
01111 - General Clerk I	13.51
01112 - General Clerk II	14.74
01113 - General Clerk III	16.54
01120 - Housing Referral Assistant	22.11
01141 - Messenger Courier	14.52
01191 - Order Clerk I	18.56
01192 - Order Clerk II	20.25
01261 - Personnel Assistant (Employment) I	17.59
01262 - Personnel Assistant (Employment) II	19.68
01263 - Personnel Assistant (Employment) III	21.94
01270 - Production Control Clerk	24.44
01290 - Rental Clerk	16.67
01300 - Scheduler Maintenance	17.72
01311 - Secretary I	17.72
01312 - Secretary II	19.83
01313 - Secretary III	22.11
01320 - Service Order Dispatcher	17.87
01410 - Supply Technician	32.91
01420 - Survey Worker	17.72
01460 - Switchboard Operator/Receptionist	13.89
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	15.49
01612 - Word Processor II	17.38
01613 - Word Processor III	19.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.59
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	18.11
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter Automotive	16.84
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	18.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.58
07041 - Cook I	17.10
07042 - Cook II	19.25
07070 - Dishwasher	11.83
07130 - Food Service Worker	12.84
07210 - Meat Cutter	16.42

07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.16
09040 - Furniture Handler	15.86
09080 - Furniture Refinisher	23.16
09090 - Furniture Refinisher Helper	18.37
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	23.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.74
11060 - Elevator Operator	15.32
11090 - Gardener	21.15
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer Grounds Maintenance	17.14
11240 - Maid or Houseman	11.80
11260 - Pruner	15.75
11270 - Tractor Operator	19.86
11330 - Trail Maintenance Worker	17.14
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	22.51
12012 - Certified Occupational Therapist Assistant	30.73
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	17.75
12025 - Dental Hygienist	43.21
12030 - EKG Technician	33.94
12035 - Electroneurodiagnostic Technologist	33.94
12040 - Emergency Medical Technician	22.40
12071 - Licensed Practical Nurse I	20.24
12072 - Licensed Practical Nurse II	22.64
12073 - Licensed Practical Nurse III	25.23
12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	20.02
12160 - Medical Record Clerk	19.81
12190 - Medical Record Technician	22.17
12195 - Medical Transcriptionist	20.24
12210 - Nuclear Medicine Technologist	49.74
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	22.40
12236 - Optical Technician	20.02
12250 - Pharmacy Technician	18.60
12280 - Phlebotomist	22.31
12305 - Radiologic Technologist	36.43
12311 - Registered Nurse I	27.38
12312 - Registered Nurse II	33.50

12313 - Registered Nurse II Specialist		33.50
12314 - Registered Nurse III		49.68
12315 - Registered Nurse III Anesthetist		49.68
12316 - Registered Nurse IV		48.58
12317 - Scheduler (Drug and Alcohol Testing)		28.03
12320 - Substance Abuse Treatment Counselor		26.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.07
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.03
13041 - Illustrator I		22.07
13042 - Illustrator II		25.37
13043 - Illustrator III		31.03
13047 - Librarian		30.26
13050 - Library Aide/Clerk		17.50
13054 - Library Information Technology Systems Administrator		27.32
13058 - Library Technician		21.04
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.04
13063 - Media Specialist III		24.56
13071 - Photographer I		17.97
13072 - Photographer II		20.20
13073 - Photographer III		24.63
13074 - Photographer IV		30.46
13075 - Photographer V		36.86
13090 - Technical Order Library Clerk		21.99
13110 - Video Teleconference Technician		20.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.90
14042 - Computer Operator II		19.03
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.39
14045 - Computer Operator V		27.07
14071 - Computer Programmer I	(see 1)	19.00
14072 - Computer Programmer II	(see 1)	23.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.90
14160 - Personal Computer Support Technician		24.39
14170 - System Support Specialist		33.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		45.28

15070 - Flight Instructor (Pilot) 41.39
15080 - Graphic Artist 29.87
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.06
15086 - Maintenance Test Pilot Rotary Wing 38.06
15088 - Non-Maintenance Test/Co-Pilot 38.06
15090 - Technical Instructor 24.88
15095 - Technical Instructor/Course Developer 30.46
15110 - Test Proctor 20.41
15120 - Tutor 20.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.82
19040 - Tool And Die Maker 28.10
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.07
21030 - Material Coordinator 24.44
21040 - Material Expediter 24.44
21050 - Material Handling Laborer 13.26
21071 - Order Filler 12.61
21080 - Production Line Worker (Food Processing) 18.07
21110 - Shipping Packer 18.72
21130 - Shipping/Receiving Clerk 18.72
21140 - Store Worker I 15.63
21150 - Stock Clerk 20.01
21210 - Tools And Parts Attendant 18.07
21410 - Warehouse Specialist 18.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.97
23019 - Aircraft Logs and Records Technician 21.35
23021 - Aircraft Mechanic I 24.86
23022 - Aircraft Mechanic II 25.97
23023 - Aircraft Mechanic III 27.12
23040 - Aircraft Mechanic Helper 18.83
23050 - Aircraft Painter 23.82
23060 - Aircraft Servicer 21.35
23070 - Aircraft Survival Flight Equipment Technician 23.82
23080 - Aircraft Worker 22.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.59

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.86
II
23110 - Appliance Mechanic 23.82
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 24.86
23130 - Carpenter Maintenance 29.49
23140 - Carpet Layer 22.59
23160 - Electrician Maintenance 28.45
23181 - Electronics Technician Maintenance I 22.59
23182 - Electronics Technician Maintenance II 23.82
23183 - Electronics Technician Maintenance III 24.86
23260 - Fabric Worker 21.35
23290 - Fire Alarm System Mechanic 24.86
23310 - Fire Extinguisher Repairer 20.06
23311 - Fuel Distribution System Mechanic 28.63
23312 - Fuel Distribution System Operator 23.00
23370 - General Maintenance Worker 20.03
23380 - Ground Support Equipment Mechanic 24.86
23381 - Ground Support Equipment Servicer 21.35
23382 - Ground Support Equipment Worker 22.59
23391 - Gunsmith I 20.06
23392 - Gunsmith II 22.59
23393 - Gunsmith III 24.86
23410 - Heating Ventilation And Air-Conditioning 23.63
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.69
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.34
23440 - Heavy Equipment Operator 28.33
23460 - Instrument Mechanic 24.86
23465 - Laboratory/Shelter Mechanic 23.82
23470 - Laborer 13.26
23510 - Locksmith 23.82
23530 - Machinery Maintenance Mechanic 26.98
23550 - Machinist Maintenance 22.01
23580 - Maintenance Trades Helper 17.13
23591 - Metrology Technician I 24.86
23592 - Metrology Technician II 25.97
23593 - Metrology Technician III 27.12
23640 - Millwright 24.86
23710 - Office Appliance Repairer 23.82
23760 - Painter Maintenance 23.75
23790 - Pipefitter Maintenance 23.30
23810 - Plumber Maintenance 22.05
23820 - Pneudraulic Systems Mechanic 24.86
23850 - Rigger 24.86
23870 - Scale Mechanic 22.59
23890 - Sheet-Metal Worker Maintenance 24.86
23910 - Small Engine Mechanic 22.59
23931 - Telecommunications Mechanic I 31.04

23932 - Telecommunications Mechanic II 32.42
23950 - Telephone Lineman 26.39
23960 - Welder Combination Maintenance 18.52
23965 - Well Driller 24.86
23970 - Woodcraft Worker 24.86
23980 - Woodworker 20.06
24000 - Personal Needs Occupations
24550 - Case Manager 23.61
24570 - Child Care Attendant 14.31
24580 - Child Care Center Clerk 17.85
24610 - Chore Aide 12.11
24620 - Family Readiness And Support Services Coordinator 23.61
24630 - Homemaker 23.61
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.76
25040 - Sewage Plant Operator 27.96
25070 - Stationary Engineer 27.76
25190 - Ventilation Equipment Tender 20.21
25210 - Water Treatment Plant Operator 27.96
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.87
27007 - Baggage Inspector 13.89
27008 - Corrections Officer 27.51
27010 - Court Security Officer 30.62
27030 - Detection Dog Handler 15.54
27040 - Detention Officer 27.51
27070 - Firefighter 27.93
27101 - Guard I 13.89
27102 - Guard II 15.54
27131 - Police Officer I 39.49
27132 - Police Officer II 43.88
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.54
28042 - Carnival Equipment Repairer 16.56
28043 - Carnival Worker 12.33
28210 - Gate Attendant/Gate Tender 15.93
28310 - Lifeguard 14.10
28350 - Park Attendant (Aide) 17.83
28510 - Recreation Aide/Health Facility Attendant 13.01
28515 - Recreation Specialist 22.08
28630 - Sports Official 14.19
28690 - Swimming Pool Operator 18.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.59
29020 - Hatch Tender 22.59
29030 - Line Handler 22.59
29041 - Stevedore I 21.35
29042 - Stevedore II 23.82
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 16.65
30022 - Archeological Technician II 18.62
30023 - Archeological Technician III 23.08
30030 - Cartographic Technician 23.08
30040 - Civil Engineering Technician 28.41
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 16.65
30062 - Drafter/CAD Operator II 18.26
30063 - Drafter/CAD Operator III 20.77
30064 - Drafter/CAD Operator IV 25.55
30081 - Engineering Technician I 15.79
30082 - Engineering Technician II 17.23
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 22.60
30085 - Engineering Technician V 27.64
30086 - Engineering Technician VI 33.44
30090 - Environmental Technician 22.63
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 19.86
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 23.08
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 22.66
30363 - Paralegal/Legal Assistant III 27.72
30364 - Paralegal/Legal Assistant IV 33.54
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 23.08
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.24
30462 - Technical Writer II 27.20
30463 - Technical Writer III 32.91
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.55
30502 - Weather Forecaster II 31.08
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.77
30621 - Weather Observer Senior (see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.21
31030 - Bus Driver 22.61

31043 - Driver Courier	19.91
31260 - Parking and Lot Attendant	15.81
31290 - Shuttle Bus Driver	19.64
31310 - Taxi Driver	18.00
31361 - Truckdriver Light	21.21
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	19.65
31364 - Truckdriver Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.38
99050 - Desk Clerk	12.71
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.68
99252 - Laboratory Animal Caretaker II	16.69
99260 - Marketing Analyst	34.69
99310 - Mortician	26.70
99410 - Pest Controller	18.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.54
99711 - Recycling Specialist	21.48
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	17.04
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	25.77
99842 - Vending Machine Repairer Helper	19.81

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

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.: 2015-5619
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: California

Area: California County of Stanislaus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.62
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.88
01020 - Administrative Assistant		27.53
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		15.30
01042 - Customer Service Representative II		17.20
01043 - Customer Service Representative III		18.76
01051 - Data Entry Operator I		15.85
01052 - Data Entry Operator II		17.29
01060 - Dispatcher Motor Vehicle		19.74
01070 - Document Preparation Clerk		17.62
01090 - Duplicating Machine Operator		17.62
01111 - General Clerk I		13.35
01112 - General Clerk II		14.57

01113 - General Clerk III	16.35
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	18.49
01191 - Order Clerk I	16.34
01192 - Order Clerk II	17.82
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	22.71
01290 - Rental Clerk	13.77
01300 - Scheduler Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	27.53
01420 - Survey Worker	19.28
01460 - Switchboard Operator/Receptionist	14.20
01531 - Travel Clerk I	15.26
01532 - Travel Clerk II	16.43
01533 - Travel Clerk III	17.66
01611 - Word Processor I	14.32
01612 - Word Processor II	16.08
01613 - Word Processor III	17.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.36
05010 - Automotive Electrician	22.02
05040 - Automotive Glass Installer	20.88
05070 - Automotive Worker	20.88
05110 - Mobile Equipment Servicer	18.60
05130 - Motor Equipment Metal Mechanic	22.98
05160 - Motor Equipment Metal Worker	20.88
05190 - Motor Vehicle Mechanic	22.98
05220 - Motor Vehicle Mechanic Helper	17.47
05250 - Motor Vehicle Upholstery Worker	19.74
05280 - Motor Vehicle Wrecker	20.88
05310 - Painter Automotive	22.02
05340 - Radiator Repair Specialist	20.88
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	15.17
07042 - Cook II	17.02
07070 - Dishwasher	11.81
07130 - Food Service Worker	11.95
07210 - Meat Cutter	17.34
07260 - Waiter/Waitress	12.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.95

09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer Minor	15.13
09130 - Upholsterer	18.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.70
11060 - Elevator Operator	17.11
11090 - Gardener	19.65
11122 - Housekeeping Aide	17.11
11150 - Janitor	17.11
11210 - Laborer Grounds Maintenance	15.92
11240 - Maid or Houseman	12.22
11260 - Pruner	14.63
11270 - Tractor Operator	18.44
11330 - Trail Maintenance Worker	15.92
11360 - Window Cleaner	18.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	24.44
12012 - Certified Occupational Therapist Assistant	33.53
12015 - Certified Physical Therapist Assistant	31.80
12020 - Dental Assistant	17.65
12025 - Dental Hygienist	52.29
12030 - EKG Technician	32.53
12035 - Electroneurodiagnostic Technologist	32.53
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	21.84
12072 - Licensed Practical Nurse II	24.44
12073 - Licensed Practical Nurse III	27.25
12100 - Medical Assistant	17.22
12130 - Medical Laboratory Technician	25.34
12160 - Medical Record Clerk	17.38
12190 - Medical Record Technician	19.45
12195 - Medical Transcriptionist	22.62
12210 - Nuclear Medicine Technologist	53.71
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.12
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.06
12235 - Optical Dispenser	18.30
12236 - Optical Technician	21.84
12250 - Pharmacy Technician	19.55
12280 - Phlebotomist	21.21
12305 - Radiologic Technologist	39.18
12311 - Registered Nurse I	29.25
12312 - Registered Nurse II	35.79
12313 - Registered Nurse II Specialist	35.60
12314 - Registered Nurse III	43.80
12315 - Registered Nurse III Anesthetist	43.80

12316 - Registered Nurse IV		51.89
12317 - Scheduler (Drug and Alcohol Testing)		30.27
12320 - Substance Abuse Treatment Counselor		28.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.15
13012 - Exhibits Specialist II		29.54
13013 - Exhibits Specialist III		36.13
13041 - Illustrator I		23.16
13042 - Illustrator II		29.54
13043 - Illustrator III		36.13
13047 - Librarian		32.70
13050 - Library Aide/Clerk		17.60
13054 - Library Information Technology Systems Administrator		29.54
13058 - Library Technician		19.56
13061 - Media Specialist I		19.75
13062 - Media Specialist II		22.10
13063 - Media Specialist III		24.64
13071 - Photographer I		16.61
13072 - Photographer II		18.59
13073 - Photographer III		23.02
13074 - Photographer IV		28.16
13075 - Photographer V		34.07
13090 - Technical Order Library Clerk		22.11
13110 - Video Teleconference Technician		20.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.42
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.80
14071 - Computer Programmer I	(see 1)	20.97
14072 - Computer Programmer II	(see 1)	25.96
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		17.42
14160 - Personal Computer Support Technician		24.19
14170 - System Support Specialist		35.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.36
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		28.36
15060 - Educational Technologist		40.93
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		21.62
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.13

15086 - Maintenance Test Pilot Rotary Wing 41.13
15088 - Non-Maintenance Test/Co-Pilot 41.13
15090 - Technical Instructor 22.34
15095 - Technical Instructor/Course Developer 27.34
15110 - Test Proctor 18.04
15120 - Tutor 18.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.52
19040 - Tool And Die Maker 26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.67
21030 - Material Coordinator 22.71
21040 - Material Expediter 22.71
21050 - Material Handling Laborer 15.52
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 19.67
21110 - Shipping Packer 17.88
21130 - Shipping/Receiving Clerk 17.88
21140 - Store Worker I 15.63
21150 - Stock Clerk 20.01
21210 - Tools And Parts Attendant 19.67
21410 - Warehouse Specialist 19.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.08
23019 - Aircraft Logs and Records Technician 22.28
23021 - Aircraft Mechanic I 25.93
23022 - Aircraft Mechanic II 27.08
23023 - Aircraft Mechanic III 28.29
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft Painter 24.84
23060 - Aircraft Servicer 22.28
23070 - Aircraft Survival Flight Equipment Technician 24.84
23080 - Aircraft Worker 23.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.93
23110 - Appliance Mechanic 24.84

23120 - Bicycle Repairer	20.71
23125 - Cable Splicer	30.34
23130 - Carpenter Maintenance	24.87
23140 - Carpet Layer	20.68
23160 - Electrician Maintenance	28.39
23181 - Electronics Technician Maintenance I	26.44
23182 - Electronics Technician Maintenance II	27.88
23183 - Electronics Technician Maintenance III	29.10
23260 - Fabric Worker	22.28
23290 - Fire Alarm System Mechanic	22.59
23310 - Fire Extinguisher Repairer	20.99
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	20.40
23380 - Ground Support Equipment Mechanic	25.93
23381 - Ground Support Equipment Servicer	22.28
23382 - Ground Support Equipment Worker	23.56
23391 - Gunsmith I	20.99
23392 - Gunsmith II	23.56
23393 - Gunsmith III	25.93
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.81
23430 - Heavy Equipment Mechanic	28.06
23440 - Heavy Equipment Operator	31.77
23460 - Instrument Mechanic	26.08
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	15.52
23510 - Locksmith	24.84
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist Maintenance	25.10
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	26.08
23592 - Metrology Technician II	27.24
23593 - Metrology Technician III	28.45
23640 - Millwright	25.93
23710 - Office Appliance Repairer	24.84
23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	25.52
23810 - Plumber Maintenance	24.49
23820 - Pneudraulic Systems Mechanic	25.93
23850 - Rigger	25.93
23870 - Scale Mechanic	23.56
23890 - Sheet-Metal Worker Maintenance	25.93
23910 - Small Engine Mechanic	23.56
23931 - Telecommunications Mechanic I	32.35
23932 - Telecommunications Mechanic II	33.79
23950 - Telephone Lineman	29.79
23960 - Welder Combination Maintenance	22.71

23965 - Well Driller	24.93
23970 - Woodcraft Worker	25.93
23980 - Woodworker	20.99
24000 - Personal Needs Occupations	
24550 - Case Manager	21.18
24570 - Child Care Attendant	13.50
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	12.13
24620 - Family Readiness And Support Services Coordinator	21.18
24630 - Homemaker	21.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.25
25040 - Sewage Plant Operator	30.83
25070 - Stationary Engineer	27.25
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	30.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.34
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	33.60
27010 - Court Security Officer	33.60
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	33.60
27070 - Firefighter	33.60
27101 - Guard I	13.32
27102 - Guard II	18.61
27131 - Police Officer I	36.69
27132 - Police Officer II	40.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.61
28042 - Carnival Equipment Repairer	16.62
28043 - Carnival Worker	12.38
28210 - Gate Attendant/Gate Tender	15.11
28310 - Lifeguard	13.51
28350 - Park Attendant (Aide)	16.91
28510 - Recreation Aide/Health Facility Attendant	12.34
28515 - Recreation Specialist	20.94
28630 - Sports Official	13.46
28690 - Swimming Pool Operator	18.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.56
29020 - Hatch Tender	23.56
29030 - Line Handler	23.56
29041 - Stevedore I	22.28
29042 - Stevedore II	24.84
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		19.89
30022 - Archeological Technician II		22.25
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		29.52
30051 - Cryogenic Technician I		27.56
30052 - Cryogenic Technician II		29.65
30061 - Drafter/CAD Operator I		19.89
30062 - Drafter/CAD Operator II		22.25
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		16.22
30082 - Engineering Technician II		18.20
30083 - Engineering Technician III		20.59
30084 - Engineering Technician IV		25.23
30085 - Engineering Technician V		30.86
30086 - Engineering Technician VI		37.33
30090 - Environmental Technician		26.19
30095 - Evidence Control Specialist		24.23
30210 - Laboratory Technician		24.82
30221 - Latent Fingerprint Technician I		26.84
30222 - Latent Fingerprint Technician II		29.65
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.90
30362 - Paralegal/Legal Assistant II		25.90
30363 - Paralegal/Legal Assistant III		31.68
30364 - Paralegal/Legal Assistant IV		38.33
30375 - Petroleum Supply Specialist		29.65
30390 - Photo-Optics Technician		26.83
30395 - Radiation Control Technician		29.65
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.31
30463 - Technical Writer III		37.88
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		30.53
30502 - Weather Forecaster II		37.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.82
30621 - Weather Observer Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.47
31030 - Bus Driver		19.01
31043 - Driver Courier		15.25
31260 - Parking and Lot Attendant		13.30
31290 - Shuttle Bus Driver		16.06

31310 - Taxi Driver	15.85
31361 - Truckdriver Light	16.06
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.39
99050 - Desk Clerk	11.69
99095 - Embalmer	25.80
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.45
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.60
99310 - Mortician	25.80
99410 - Pest Controller	17.73
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	26.66
99730 - Refuse Collector	21.30
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	35.84
99831 - Surveying Aide	21.64
99832 - Surveying Technician	29.65
99840 - Vending Machine Attendant	16.26
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	16.26

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 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.: 2015-5620
Revision No.: 13
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Stanislaus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.62
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.88
01020 - Administrative Assistant		27.53
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		15.30
01042 - Customer Service Representative II		17.20
01043 - Customer Service Representative III		18.76
01051 - Data Entry Operator I		15.85
01052 - Data Entry Operator II		17.29
01060 - Dispatcher Motor Vehicle		19.74
01070 - Document Preparation Clerk		17.62

01090 - Duplicating Machine Operator	17.62
01111 - General Clerk I	13.35
01112 - General Clerk II	14.57
01113 - General Clerk III	16.35
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	18.49
01191 - Order Clerk I	16.34
01192 - Order Clerk II	17.82
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	22.71
01290 - Rental Clerk	13.77
01300 - Scheduler Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	27.53
01420 - Survey Worker	19.28
01460 - Switchboard Operator/Receptionist	14.20
01531 - Travel Clerk I	15.26
01532 - Travel Clerk II	16.43
01533 - Travel Clerk III	17.66
01611 - Word Processor I	14.32
01612 - Word Processor II	16.08
01613 - Word Processor III	17.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.36
05010 - Automotive Electrician	22.02
05040 - Automotive Glass Installer	20.88
05070 - Automotive Worker	20.88
05110 - Mobile Equipment Servicer	18.60
05130 - Motor Equipment Metal Mechanic	22.98
05160 - Motor Equipment Metal Worker	20.88
05190 - Motor Vehicle Mechanic	22.98
05220 - Motor Vehicle Mechanic Helper	17.47
05250 - Motor Vehicle Upholstery Worker	19.74
05280 - Motor Vehicle Wrecker	20.88
05310 - Painter Automotive	22.02
05340 - Radiator Repair Specialist	20.88
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	15.17
07042 - Cook II	17.02
07070 - Dishwasher	11.81
07130 - Food Service Worker	11.95
07210 - Meat Cutter	17.34

07260 - Waiter/Waitress	12.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.95
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer Minor	15.13
09130 - Upholsterer	18.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.70
11060 - Elevator Operator	17.11
11090 - Gardener	19.65
11122 - Housekeeping Aide	17.11
11150 - Janitor	17.11
11210 - Laborer Grounds Maintenance	15.92
11240 - Maid or Houseman	12.22
11260 - Pruner	14.63
11270 - Tractor Operator	18.44
11330 - Trail Maintenance Worker	15.92
11360 - Window Cleaner	18.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	24.44
12012 - Certified Occupational Therapist Assistant	33.53
12015 - Certified Physical Therapist Assistant	31.80
12020 - Dental Assistant	17.65
12025 - Dental Hygienist	52.29
12030 - EKG Technician	32.53
12035 - Electroneurodiagnostic Technologist	32.53
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	21.84
12072 - Licensed Practical Nurse II	24.44
12073 - Licensed Practical Nurse III	27.25
12100 - Medical Assistant	17.22
12130 - Medical Laboratory Technician	25.34
12160 - Medical Record Clerk	17.38
12190 - Medical Record Technician	19.45
12195 - Medical Transcriptionist	22.62
12210 - Nuclear Medicine Technologist	53.71
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.12
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.06
12235 - Optical Dispenser	18.30
12236 - Optical Technician	21.84
12250 - Pharmacy Technician	19.55
12280 - Phlebotomist	21.21
12305 - Radiologic Technologist	39.18
12311 - Registered Nurse I	29.25
12312 - Registered Nurse II	35.79

12313 - Registered Nurse II Specialist		35.60
12314 - Registered Nurse III		43.80
12315 - Registered Nurse III Anesthetist		43.80
12316 - Registered Nurse IV		51.89
12317 - Scheduler (Drug and Alcohol Testing)		30.27
12320 - Substance Abuse Treatment Counselor		28.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.15
13012 - Exhibits Specialist II		29.54
13013 - Exhibits Specialist III		36.13
13041 - Illustrator I		23.16
13042 - Illustrator II		29.54
13043 - Illustrator III		36.13
13047 - Librarian		32.70
13050 - Library Aide/Clerk		17.60
13054 - Library Information Technology Systems Administrator		29.54
13058 - Library Technician		19.56
13061 - Media Specialist I		19.75
13062 - Media Specialist II		22.10
13063 - Media Specialist III		24.64
13071 - Photographer I		16.61
13072 - Photographer II		18.59
13073 - Photographer III		23.02
13074 - Photographer IV		28.16
13075 - Photographer V		34.07
13090 - Technical Order Library Clerk		22.11
13110 - Video Teleconference Technician		20.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.42
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.80
14071 - Computer Programmer I	(see 1)	20.97
14072 - Computer Programmer II	(see 1)	25.96
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		17.42
14160 - Personal Computer Support Technician		24.19
14170 - System Support Specialist		35.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.36
15020 - Aircrew Training Devices Instructor (Rated)		34.31
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		28.36
15060 - Educational Technologist		40.93

15070 - Flight Instructor (Pilot) 41.13
15080 - Graphic Artist 21.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.13
15086 - Maintenance Test Pilot Rotary Wing 41.13
15088 - Non-Maintenance Test/Co-Pilot 41.13
15090 - Technical Instructor 22.34
15095 - Technical Instructor/Course Developer 27.34
15110 - Test Proctor 18.04
15120 - Tutor 18.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.52
19040 - Tool And Die Maker 26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.67
21030 - Material Coordinator 22.71
21040 - Material Expediter 22.71
21050 - Material Handling Laborer 15.52
21071 - Order Filler 12.54
21080 - Production Line Worker (Food Processing) 19.67
21110 - Shipping Packer 17.88
21130 - Shipping/Receiving Clerk 17.88
21140 - Store Worker I 15.63
21150 - Stock Clerk 20.01
21210 - Tools And Parts Attendant 19.67
21410 - Warehouse Specialist 19.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.08
23019 - Aircraft Logs and Records Technician 22.28
23021 - Aircraft Mechanic I 25.93
23022 - Aircraft Mechanic II 27.08
23023 - Aircraft Mechanic III 28.29
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft Painter 24.84
23060 - Aircraft Servicer 22.28
23070 - Aircraft Survival Flight Equipment Technician 24.84
23080 - Aircraft Worker 23.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.56

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.93
II
23110 - Appliance Mechanic 24.84
23120 - Bicycle Repairer 20.71
23125 - Cable Splicer 30.34
23130 - Carpenter Maintenance 24.87
23140 - Carpet Layer 20.68
23160 - Electrician Maintenance 28.39
23181 - Electronics Technician Maintenance I 26.44
23182 - Electronics Technician Maintenance II 27.88
23183 - Electronics Technician Maintenance III 29.10
23260 - Fabric Worker 22.28
23290 - Fire Alarm System Mechanic 22.59
23310 - Fire Extinguisher Repairer 20.99
23311 - Fuel Distribution System Mechanic 24.42
23312 - Fuel Distribution System Operator 19.77
23370 - General Maintenance Worker 20.40
23380 - Ground Support Equipment Mechanic 25.93
23381 - Ground Support Equipment Servicer 22.28
23382 - Ground Support Equipment Worker 23.56
23391 - Gunsmith I 20.99
23392 - Gunsmith II 23.56
23393 - Gunsmith III 25.93
23410 - Heating Ventilation And Air-Conditioning 26.63
Mechanic
23411 - Heating Ventilation And Air Contidioning 27.81
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.06
23440 - Heavy Equipment Operator 31.77
23460 - Instrument Mechanic 26.08
23465 - Laboratory/Shelter Mechanic 24.84
23470 - Laborer 15.52
23510 - Locksmith 24.84
23530 - Machinery Maintenance Mechanic 27.80
23550 - Machinist Maintenance 25.10
23580 - Maintenance Trades Helper 15.33
23591 - Metrology Technician I 26.08
23592 - Metrology Technician II 27.24
23593 - Metrology Technician III 28.45
23640 - Millwright 25.93
23710 - Office Appliance Repairer 24.84
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 25.52
23810 - Plumber Maintenance 24.49
23820 - Pneudraulic Systems Mechanic 25.93
23850 - Rigger 25.93
23870 - Scale Mechanic 23.56
23890 - Sheet-Metal Worker Maintenance 25.93
23910 - Small Engine Mechanic 23.56
23931 - Telecommunications Mechanic I 32.35

23932 - Telecommunications Mechanic II 33.79
23950 - Telephone Lineman 29.79
23960 - Welder Combination Maintenance 22.71
23965 - Well Driller 24.93
23970 - Woodcraft Worker 25.93
23980 - Woodworker 20.99
24000 - Personal Needs Occupations
24550 - Case Manager 21.18
24570 - Child Care Attendant 13.50
24580 - Child Care Center Clerk 16.99
24610 - Chore Aide 12.13
24620 - Family Readiness And Support Services Coordinator 21.18
24630 - Homemaker 21.18
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.25
25040 - Sewage Plant Operator 30.83
25070 - Stationary Engineer 27.25
25190 - Ventilation Equipment Tender 20.72
25210 - Water Treatment Plant Operator 30.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.34
27007 - Baggage Inspector 13.32
27008 - Corrections Officer 33.60
27010 - Court Security Officer 33.60
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 33.60
27070 - Firefighter 33.60
27101 - Guard I 13.32
27102 - Guard II 18.61
27131 - Police Officer I 36.69
27132 - Police Officer II 40.76
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.61
28042 - Carnival Equipment Repairer 16.62
28043 - Carnival Worker 12.38
28210 - Gate Attendant/Gate Tender 15.11
28310 - Lifeguard 13.51
28350 - Park Attendant (Aide) 16.91
28510 - Recreation Aide/Health Facility Attendant 12.34
28515 - Recreation Specialist 20.94
28630 - Sports Official 13.46
28690 - Swimming Pool Operator 18.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.56
29020 - Hatch Tender 23.56
29030 - Line Handler 23.56
29041 - Stevedore I 22.28
29042 - Stevedore II 24.84
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 19.89
30022 - Archeological Technician II 22.25
30023 - Archeological Technician III 27.58
30030 - Cartographic Technician 27.58
30040 - Civil Engineering Technician 29.52
30051 - Cryogenic Technician I 27.56
30052 - Cryogenic Technician II 29.65
30061 - Drafter/CAD Operator I 19.89
30062 - Drafter/CAD Operator II 22.25
30063 - Drafter/CAD Operator III 24.82
30064 - Drafter/CAD Operator IV 30.53
30081 - Engineering Technician I 16.22
30082 - Engineering Technician II 18.20
30083 - Engineering Technician III 20.59
30084 - Engineering Technician IV 25.23
30085 - Engineering Technician V 30.86
30086 - Engineering Technician VI 37.33
30090 - Environmental Technician 26.19
30095 - Evidence Control Specialist 24.23
30210 - Laboratory Technician 24.82
30221 - Latent Fingerprint Technician I 26.84
30222 - Latent Fingerprint Technician II 29.65
30240 - Mathematical Technician 27.58
30361 - Paralegal/Legal Assistant I 20.90
30362 - Paralegal/Legal Assistant II 25.90
30363 - Paralegal/Legal Assistant III 31.68
30364 - Paralegal/Legal Assistant IV 38.33
30375 - Petroleum Supply Specialist 29.65
30390 - Photo-Optics Technician 26.83
30395 - Radiation Control Technician 29.65
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.31
30463 - Technical Writer III 37.88
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 30.53
30502 - Weather Forecaster II 37.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.82
30621 - Weather Observer Senior (see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.47
31030 - Bus Driver 19.01

31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	13.30
31290 - Shuttle Bus Driver	16.06
31310 - Taxi Driver	15.85
31361 - Truckdriver Light	16.06
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.78
31364 - Truckdriver Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.39
99050 - Desk Clerk	11.69
99095 - Embalmer	25.80
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.45
99252 - Laboratory Animal Caretaker II	14.33
99260 - Marketing Analyst	25.60
99310 - Mortician	25.80
99410 - Pest Controller	17.73
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	26.66
99730 - Refuse Collector	21.30
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	35.84
99831 - Surveying Aide	21.64
99832 - Surveying Technician	29.65
99840 - Vending Machine Attendant	16.26
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	16.26

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 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.: 2015-5621
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: California

Area: California County of Napa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.67
01012 - Accounting Clerk II		22.07
01013 - Accounting Clerk III		24.70
01020 - Administrative Assistant		34.83
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		17.73
01042 - Customer Service Representative II		19.93
01043 - Customer Service Representative III		21.75
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.71
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.99
01090 - Duplicating Machine Operator		17.99
01111 - General Clerk I		17.42
01112 - General Clerk II		19.01

01113 - General Clerk III 21.34
01120 - Housing Referral Assistant 28.83
01141 - Messenger Courier 17.07
01191 - Order Clerk I 16.98
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 20.00
01262 - Personnel Assistant (Employment) II 22.38
01263 - Personnel Assistant (Employment) III 24.95
01270 - Production Control Clerk 28.05
01290 - Rental Clerk 16.92
01300 - Scheduler Maintenance 23.12
01311 - Secretary I 23.12
01312 - Secretary II 25.86
01313 - Secretary III 28.83
01320 - Service Order Dispatcher 22.62
01410 - Supply Technician 34.83
01420 - Survey Worker 22.72
01460 - Switchboard Operator/Receptionist 18.04
01531 - Travel Clerk I 14.41
01532 - Travel Clerk II 15.70
01533 - Travel Clerk III 16.95
01611 - Word Processor I 20.77
01612 - Word Processor II 23.32
01613 - Word Processor III 26.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.35
05010 - Automotive Electrician 23.46
05040 - Automotive Glass Installer 22.20
05070 - Automotive Worker 23.26
05110 - Mobile Equipment Servicer 20.22
05130 - Motor Equipment Metal Mechanic 24.73
05160 - Motor Equipment Metal Worker 22.22
05190 - Motor Vehicle Mechanic 24.73
05220 - Motor Vehicle Mechanic Helper 19.14
05250 - Motor Vehicle Upholstery Worker 21.22
05280 - Motor Vehicle Wrecker 22.22
05310 - Painter Automotive 23.46
05340 - Radiator Repair Specialist 22.20
05370 - Tire Repairer 21.47
05400 - Transmission Repair Specialist 24.73
07000 - Food Preparation And Service Occupations
07010 - Baker 14.63
07041 - Cook I 19.56
07042 - Cook II 22.20
07070 - Dishwasher 13.64
07130 - Food Service Worker 14.51
07210 - Meat Cutter 21.25
07260 - Waiter/Waitress 12.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 29.40

09040 - Furniture Handler	18.87
09080 - Furniture Refinisher	29.40
09090 - Furniture Refinisher Helper	22.66
09110 - Furniture Repairer Minor	26.22
09130 - Upholsterer	29.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.46
11060 - Elevator Operator	14.46
11090 - Gardener	22.99
11122 - Housekeeping Aide	14.96
11150 - Janitor	14.96
11210 - Laborer Grounds Maintenance	18.16
11240 - Maid or Houseman	14.70
11260 - Pruner	16.62
11270 - Tractor Operator	21.43
11330 - Trail Maintenance Worker	18.16
11360 - Window Cleaner	16.63
12000 - Health Occupations	
12010 - Ambulance Driver	27.46
12011 - Breath Alcohol Technician	27.46
12012 - Certified Occupational Therapist Assistant	37.67
12015 - Certified Physical Therapist Assistant	37.67
12020 - Dental Assistant	25.84
12025 - Dental Hygienist	54.32
12030 - EKG Technician	41.60
12035 - Electroneurodiagnostic Technologist	41.60
12040 - Emergency Medical Technician	27.46
12071 - Licensed Practical Nurse I	24.54
12072 - Licensed Practical Nurse II	27.46
12073 - Licensed Practical Nurse III	30.61
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	27.34
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	24.54
12210 - Nuclear Medicine Technologist	60.33
12221 - Nursing Assistant I	13.91
12222 - Nursing Assistant II	15.64
12223 - Nursing Assistant III	17.06
12224 - Nursing Assistant IV	19.16
12235 - Optical Dispenser	20.55
12236 - Optical Technician	24.54
12250 - Pharmacy Technician	22.12
12280 - Phlebotomist	23.67
12305 - Radiologic Technologist	37.76
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II Specialist	43.70
12314 - Registered Nurse III	52.94
12315 - Registered Nurse III Anesthetist	52.94

12316 - Registered Nurse IV		63.36
12317 - Scheduler (Drug and Alcohol Testing)		34.02
12320 - Substance Abuse Treatment Counselor		32.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.09
13012 - Exhibits Specialist II		32.44
13013 - Exhibits Specialist III		39.68
13041 - Illustrator I		26.19
13042 - Illustrator II		32.44
13043 - Illustrator III		39.68
13047 - Librarian		35.93
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		32.44
13058 - Library Technician		26.04
13061 - Media Specialist I		23.41
13062 - Media Specialist II		26.19
13063 - Media Specialist III		29.19
13071 - Photographer I		18.24
13072 - Photographer II		20.41
13073 - Photographer III		25.28
13074 - Photographer IV		30.92
13075 - Photographer V		37.41
13090 - Technical Order Library Clerk		20.41
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
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		19.80
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		30.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		37.19
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		29.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		53.03

15086 - Maintenance Test Pilot Rotary Wing 53.03
15088 - Non-Maintenance Test/Co-Pilot 53.03
15090 - Technical Instructor 31.05
15095 - Technical Instructor/Course Developer 37.98
15110 - Test Proctor 25.07
15120 - Tutor 25.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.37
16030 - Counter Attendant 16.37
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 16.37
16090 - Presser Hand 16.37
16110 - Presser Machine Drycleaning 16.37
16130 - Presser Machine Shirts 16.37
16160 - Presser Machine Wearing Apparel Laundry 16.37
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 18.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.40
19040 - Tool And Die Maker 35.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.82
21030 - Material Coordinator 28.05
21040 - Material Expediter 28.05
21050 - Material Handling Laborer 16.58
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 19.82
21110 - Shipping Packer 20.37
21130 - Shipping/Receiving Clerk 20.37
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 19.82
21410 - Warehouse Specialist 19.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.58
23019 - Aircraft Logs and Records Technician 26.22
23021 - Aircraft Mechanic I 31.00
23022 - Aircraft Mechanic II 32.58
23023 - Aircraft Mechanic III 33.96
23040 - Aircraft Mechanic Helper 22.66
23050 - Aircraft Painter 29.40
23060 - Aircraft Servicer 26.22
23070 - Aircraft Survival Flight Equipment Technician 29.40
23080 - Aircraft Worker 27.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.00
23110 - Appliance Mechanic 29.40

23120 - Bicycle Repairer	18.49
23125 - Cable Splicer	31.00
23130 - Carpenter Maintenance	35.97
23140 - Carpet Layer	27.83
23160 - Electrician Maintenance	38.32
23181 - Electronics Technician Maintenance I	29.50
23182 - Electronics Technician Maintenance II	31.17
23183 - Electronics Technician Maintenance III	32.86
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	31.00
23310 - Fire Extinguisher Repairer	24.52
23311 - Fuel Distribution System Mechanic	31.00
23312 - Fuel Distribution System Operator	24.52
23370 - General Maintenance Worker	23.33
23380 - Ground Support Equipment Mechanic	31.00
23381 - Ground Support Equipment Servicer	26.22
23382 - Ground Support Equipment Worker	27.83
23391 - Gunsmith I	24.52
23392 - Gunsmith II	27.83
23393 - Gunsmith III	31.00
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.95
23430 - Heavy Equipment Mechanic	32.69
23440 - Heavy Equipment Operator	36.98
23460 - Instrument Mechanic	31.00
23465 - Laboratory/Shelter Mechanic	29.40
23470 - Laborer	16.19
23510 - Locksmith	29.40
23530 - Machinery Maintenance Mechanic	32.12
23550 - Machinist Maintenance	30.01
23580 - Maintenance Trades Helper	19.45
23591 - Metrology Technician I	31.00
23592 - Metrology Technician II	32.58
23593 - Metrology Technician III	33.96
23640 - Millwright	31.00
23710 - Office Appliance Repairer	29.40
23760 - Painter Maintenance	27.08
23790 - Pipefitter Maintenance	31.00
23810 - Plumber Maintenance	29.40
23820 - Pneudraulic Systems Mechanic	31.00
23850 - Rigger	31.00
23870 - Scale Mechanic	27.83
23890 - Sheet-Metal Worker Maintenance	34.00
23910 - Small Engine Mechanic	27.83
23931 - Telecommunications Mechanic I	32.80
23932 - Telecommunications Mechanic II	34.49
23950 - Telephone Lineman	31.05
23960 - Welder Combination Maintenance	27.39

23965 - Well Driller 30.91
23970 - Woodcraft Worker 31.00
23980 - Woodworker 24.52
24000 - Personal Needs Occupations
24550 - Case Manager 19.20
24570 - Child Care Attendant 14.36
24580 - Child Care Center Clerk 17.91
24610 - Chore Aide 13.51
24620 - Family Readiness And Support Services Coordinator 19.20
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.18
25040 - Sewage Plant Operator 35.48
25070 - Stationary Engineer 38.18
25190 - Ventilation Equipment Tender 27.90
25210 - Water Treatment Plant Operator 35.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.03
27007 - Baggage Inspector 14.72
27008 - Corrections Officer 38.39
27010 - Court Security Officer 39.43
27030 - Detection Dog Handler 17.15
27040 - Detention Officer 38.39
27070 - Firefighter 36.20
27101 - Guard I 14.72
27102 - Guard II 17.15
27131 - Police Officer I 48.87
27132 - Police Officer II 54.32
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.27
28042 - Carnival Equipment Repairer 19.77
28043 - Carnival Worker 13.70
28210 - Gate Attendant/Gate Tender 18.04
28310 - Lifeguard 15.92
28350 - Park Attendant (Aide) 20.19
28510 - Recreation Aide/Health Facility Attendant 14.14
28515 - Recreation Specialist 22.70
28630 - Sports Official 16.07
28690 - Swimming Pool Operator 22.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.83
29020 - Hatch Tender 27.83
29030 - Line Handler 27.83
29041 - Stevedore I 26.37
29042 - Stevedore II 29.40
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95

30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		31.80
30051 - Cryogenic Technician I		32.99
30052 - Cryogenic Technician II		36.44
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.14
30082 - Engineering Technician II		23.34
30083 - Engineering Technician III		26.10
30084 - Engineering Technician IV		29.79
30085 - Engineering Technician V		36.44
30086 - Engineering Technician VI		44.08
30090 - Environmental Technician		30.39
30095 - Evidence Control Specialist		29.79
30210 - Laboratory Technician		24.62
30221 - Latent Fingerprint Technician I		32.99
30222 - Latent Fingerprint Technician II		36.44
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		24.61
30362 - Paralegal/Legal Assistant II		30.73
30363 - Paralegal/Legal Assistant III		37.61
30364 - Paralegal/Legal Assistant IV		45.49
30375 - Petroleum Supply Specialist		36.44
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		36.44
30461 - Technical Writer I		29.79
30462 - Technical Writer II		36.44
30463 - Technical Writer III		44.08
30491 - Unexploded Ordnance (UXO) Technician I		30.92
30492 - Unexploded Ordnance (UXO) Technician II		37.41
30493 - Unexploded Ordnance (UXO) Technician III		44.84
30494 - Unexploded (UXO) Safety Escort		30.92
30495 - Unexploded (UXO) Sweep Personnel		30.92
30501 - Weather Forecaster I		38.15
30502 - Weather Forecaster II		46.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.41
31020 - Bus Aide		17.15
31030 - Bus Driver		23.83
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		14.10
31290 - Shuttle Bus Driver		19.22

31310 - Taxi Driver	17.99
31361 - Truckdriver Light	19.22
31362 - Truckdriver Medium	20.55
31363 - Truckdriver Heavy	23.24
31364 - Truckdriver Tractor-Trailer	23.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.34
99050 - Desk Clerk	16.35
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	37.24
99310 - Mortician	30.92
99410 - Pest Controller	29.08
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	22.18
99711 - Recycling Specialist	25.13
99730 - Refuse Collector	19.77
99810 - Sales Clerk	16.58
99820 - School Crossing Guard	18.83
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	22.94
99841 - Vending Machine Repairer	26.74
99842 - Vending Machine Repairer Helper	22.94

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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 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 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.: 2015-5622
Revision No.: 11
Date Of Last Revision: 07/02/2020

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: California

Area: California County of Napa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.67
01012 - Accounting Clerk II		22.07
01013 - Accounting Clerk III		24.70
01020 - Administrative Assistant		34.83
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		17.73
01042 - Customer Service Representative II		19.93
01043 - Customer Service Representative III		21.75
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.71
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.99

01090 - Duplicating Machine Operator	17.99
01111 - General Clerk I	17.42
01112 - General Clerk II	19.01
01113 - General Clerk III	21.34
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	17.07
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.58
01261 - Personnel Assistant (Employment) I	20.00
01262 - Personnel Assistant (Employment) II	22.38
01263 - Personnel Assistant (Employment) III	24.95
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	16.92
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	34.83
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	18.04
01531 - Travel Clerk I	14.41
01532 - Travel Clerk II	15.70
01533 - Travel Clerk III	16.95
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.35
05010 - Automotive Electrician	23.46
05040 - Automotive Glass Installer	22.20
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.73
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.73
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter Automotive	23.46
05340 - Radiator Repair Specialist	22.20
05370 - Tire Repairer	21.47
05400 - Transmission Repair Specialist	24.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.63
07041 - Cook I	19.56
07042 - Cook II	22.20
07070 - Dishwasher	13.64
07130 - Food Service Worker	14.51
07210 - Meat Cutter	21.25

07260 - Waiter/Waitress	12.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.40
09040 - Furniture Handler	18.87
09080 - Furniture Refinisher	29.40
09090 - Furniture Refinisher Helper	22.66
09110 - Furniture Repairer Minor	26.22
09130 - Upholsterer	29.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.46
11060 - Elevator Operator	14.46
11090 - Gardener	22.99
11122 - Housekeeping Aide	14.96
11150 - Janitor	14.96
11210 - Laborer Grounds Maintenance	18.16
11240 - Maid or Houseman	14.70
11260 - Pruner	16.62
11270 - Tractor Operator	21.43
11330 - Trail Maintenance Worker	18.16
11360 - Window Cleaner	16.63
12000 - Health Occupations	
12010 - Ambulance Driver	27.46
12011 - Breath Alcohol Technician	27.46
12012 - Certified Occupational Therapist Assistant	37.67
12015 - Certified Physical Therapist Assistant	37.67
12020 - Dental Assistant	25.84
12025 - Dental Hygienist	54.32
12030 - EKG Technician	41.60
12035 - Electroneurodiagnostic Technologist	41.60
12040 - Emergency Medical Technician	27.46
12071 - Licensed Practical Nurse I	24.54
12072 - Licensed Practical Nurse II	27.46
12073 - Licensed Practical Nurse III	30.61
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	27.34
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	24.54
12210 - Nuclear Medicine Technologist	60.33
12221 - Nursing Assistant I	13.91
12222 - Nursing Assistant II	15.64
12223 - Nursing Assistant III	17.06
12224 - Nursing Assistant IV	19.16
12235 - Optical Dispenser	20.55
12236 - Optical Technician	24.54
12250 - Pharmacy Technician	22.12
12280 - Phlebotomist	23.67
12305 - Radiologic Technologist	37.76
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70

12313 - Registered Nurse II Specialist		43.70
12314 - Registered Nurse III		52.94
12315 - Registered Nurse III Anesthetist		52.94
12316 - Registered Nurse IV		63.36
12317 - Scheduler (Drug and Alcohol Testing)		34.02
12320 - Substance Abuse Treatment Counselor		32.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.09
13012 - Exhibits Specialist II		32.44
13013 - Exhibits Specialist III		39.68
13041 - Illustrator I		26.19
13042 - Illustrator II		32.44
13043 - Illustrator III		39.68
13047 - Librarian		35.93
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		32.44
13058 - Library Technician		26.04
13061 - Media Specialist I		23.41
13062 - Media Specialist II		26.19
13063 - Media Specialist III		29.19
13071 - Photographer I		18.24
13072 - Photographer II		20.41
13073 - Photographer III		25.28
13074 - Photographer IV		30.92
13075 - Photographer V		37.41
13090 - Technical Order Library Clerk		20.41
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
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		19.80
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		30.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		37.19

15070 - Flight Instructor (Pilot) 53.36
15080 - Graphic Artist 29.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 53.03
15086 - Maintenance Test Pilot Rotary Wing 53.03
15088 - Non-Maintenance Test/Co-Pilot 53.03
15090 - Technical Instructor 31.05
15095 - Technical Instructor/Course Developer 37.98
15110 - Test Proctor 25.07
15120 - Tutor 25.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.37
16030 - Counter Attendant 16.37
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 16.37
16090 - Presser Hand 16.37
16110 - Presser Machine Drycleaning 16.37
16130 - Presser Machine Shirts 16.37
16160 - Presser Machine Wearing Apparel Laundry 16.37
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 18.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.40
19040 - Tool And Die Maker 35.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.82
21030 - Material Coordinator 28.05
21040 - Material Expediter 28.05
21050 - Material Handling Laborer 16.58
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 19.82
21110 - Shipping Packer 20.37
21130 - Shipping/Receiving Clerk 20.37
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 19.82
21410 - Warehouse Specialist 19.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.58
23019 - Aircraft Logs and Records Technician 26.22
23021 - Aircraft Mechanic I 31.00
23022 - Aircraft Mechanic II 32.58
23023 - Aircraft Mechanic III 33.96
23040 - Aircraft Mechanic Helper 22.66
23050 - Aircraft Painter 29.40
23060 - Aircraft Servicer 26.22
23070 - Aircraft Survival Flight Equipment Technician 29.40
23080 - Aircraft Worker 27.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.00
II
23110 - Appliance Mechanic 29.40
23120 - Bicycle Repairer 18.49
23125 - Cable Splicer 31.00
23130 - Carpenter Maintenance 35.97
23140 - Carpet Layer 27.83
23160 - Electrician Maintenance 38.32
23181 - Electronics Technician Maintenance I 29.50
23182 - Electronics Technician Maintenance II 31.17
23183 - Electronics Technician Maintenance III 32.86
23260 - Fabric Worker 26.22
23290 - Fire Alarm System Mechanic 31.00
23310 - Fire Extinguisher Repairer 24.52
23311 - Fuel Distribution System Mechanic 31.00
23312 - Fuel Distribution System Operator 24.52
23370 - General Maintenance Worker 23.33
23380 - Ground Support Equipment Mechanic 31.00
23381 - Ground Support Equipment Servicer 26.22
23382 - Ground Support Equipment Worker 27.83
23391 - Gunsmith I 24.52
23392 - Gunsmith II 27.83
23393 - Gunsmith III 31.00
23410 - Heating Ventilation And Air-Conditioning 31.35
Mechanic
23411 - Heating Ventilation And Air Contidioning 32.95
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 32.69
23440 - Heavy Equipment Operator 36.98
23460 - Instrument Mechanic 31.00
23465 - Laboratory/Shelter Mechanic 29.40
23470 - Laborer 16.19
23510 - Locksmith 29.40
23530 - Machinery Maintenance Mechanic 32.12
23550 - Machinist Maintenance 30.01
23580 - Maintenance Trades Helper 19.45
23591 - Metrology Technician I 31.00
23592 - Metrology Technician II 32.58
23593 - Metrology Technician III 33.96
23640 - Millwright 31.00
23710 - Office Appliance Repairer 29.40
23760 - Painter Maintenance 27.08
23790 - Pipefitter Maintenance 31.00
23810 - Plumber Maintenance 29.40
23820 - Pneudraulic Systems Mechanic 31.00
23850 - Rigger 31.00
23870 - Scale Mechanic 27.83
23890 - Sheet-Metal Worker Maintenance 34.00
23910 - Small Engine Mechanic 27.83
23931 - Telecommunications Mechanic I 32.80

23932 - Telecommunications Mechanic II 34.49
23950 - Telephone Lineman 31.05
23960 - Welder Combination Maintenance 27.39
23965 - Well Driller 30.91
23970 - Woodcraft Worker 31.00
23980 - Woodworker 24.52
24000 - Personal Needs Occupations
24550 - Case Manager 19.20
24570 - Child Care Attendant 14.36
24580 - Child Care Center Clerk 17.91
24610 - Chore Aide 13.51
24620 - Family Readiness And Support Services Coordinator 19.20
24630 - Homemaker 19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.18
25040 - Sewage Plant Operator 35.48
25070 - Stationary Engineer 38.18
25190 - Ventilation Equipment Tender 27.90
25210 - Water Treatment Plant Operator 35.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.03
27007 - Baggage Inspector 14.72
27008 - Corrections Officer 38.39
27010 - Court Security Officer 39.43
27030 - Detection Dog Handler 17.15
27040 - Detention Officer 38.39
27070 - Firefighter 36.20
27101 - Guard I 14.72
27102 - Guard II 17.15
27131 - Police Officer I 48.87
27132 - Police Officer II 54.32
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.27
28042 - Carnival Equipment Repairer 19.77
28043 - Carnival Worker 13.70
28210 - Gate Attendant/Gate Tender 18.04
28310 - Lifeguard 15.92
28350 - Park Attendant (Aide) 20.19
28510 - Recreation Aide/Health Facility Attendant 14.14
28515 - Recreation Specialist 22.70
28630 - Sports Official 16.07
28690 - Swimming Pool Operator 22.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.83
29020 - Hatch Tender 27.83
29030 - Line Handler 27.83
29041 - Stevedore I 26.37
29042 - Stevedore II 29.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 31.80
30051 - Cryogenic Technician I 32.99
30052 - Cryogenic Technician II 36.44
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 19.14
30082 - Engineering Technician II 23.34
30083 - Engineering Technician III 26.10
30084 - Engineering Technician IV 29.79
30085 - Engineering Technician V 36.44
30086 - Engineering Technician VI 44.08
30090 - Environmental Technician 30.39
30095 - Evidence Control Specialist 29.79
30210 - Laboratory Technician 24.62
30221 - Latent Fingerprint Technician I 32.99
30222 - Latent Fingerprint Technician II 36.44
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 24.61
30362 - Paralegal/Legal Assistant II 30.73
30363 - Paralegal/Legal Assistant III 37.61
30364 - Paralegal/Legal Assistant IV 45.49
30375 - Petroleum Supply Specialist 36.44
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 36.44
30461 - Technical Writer I 29.79
30462 - Technical Writer II 36.44
30463 - Technical Writer III 44.08
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.15
30502 - Weather Forecaster II 46.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 17.15
31030 - Bus Driver 23.83

31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	14.10
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	17.99
31361 - Truckdriver Light	19.22
31362 - Truckdriver Medium	20.55
31363 - Truckdriver Heavy	23.24
31364 - Truckdriver Tractor-Trailer	23.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.34
99050 - Desk Clerk	16.35
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	17.18
99260 - Marketing Analyst	37.24
99310 - Mortician	30.92
99410 - Pest Controller	29.08
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	22.18
99711 - Recycling Specialist	25.13
99730 - Refuse Collector	19.77
99810 - Sales Clerk	16.58
99820 - School Crossing Guard	18.83
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	22.94
99841 - Vending Machine Repairer	26.74
99842 - Vending Machine Repairer Helper	22.94

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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 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 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.: 2015-5623
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: California

Area: California Counties of Alameda Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.08
01012 - Accounting Clerk II		23.66
01013 - Accounting Clerk III		26.48
01020 - Administrative Assistant		38.59
01035 - Court Reporter		45.60
01041 - Customer Service Representative I		17.77
01042 - Customer Service Representative II		19.97
01043 - Customer Service Representative III		21.79
01051 - Data Entry Operator I		18.03
01052 - Data Entry Operator II		19.68
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.45
01090 - Duplicating Machine Operator		15.45
01111 - General Clerk I		17.29
01112 - General Clerk II		18.87

01113 - General Clerk III 21.18
01120 - Housing Referral Assistant 28.83
01141 - Messenger Courier 19.09
01191 - Order Clerk I 18.56
01192 - Order Clerk II 20.26
01261 - Personnel Assistant (Employment) I 19.95
01262 - Personnel Assistant (Employment) II 22.32
01263 - Personnel Assistant (Employment) III 24.88
01270 - Production Control Clerk 29.38
01290 - Rental Clerk 18.47
01300 - Scheduler Maintenance 23.12
01311 - Secretary I 23.12
01312 - Secretary II 25.86
01313 - Secretary III 28.83
01320 - Service Order Dispatcher 24.26
01410 - Supply Technician 38.59
01420 - Survey Worker 27.00
01460 - Switchboard Operator/Receptionist 18.08
01531 - Travel Clerk I 20.16
01532 - Travel Clerk II 21.95
01533 - Travel Clerk III 23.78
01611 - Word Processor I 25.14
01612 - Word Processor II 28.22
01613 - Word Processor III 31.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.13
05010 - Automotive Electrician 24.95
05040 - Automotive Glass Installer 23.29
05070 - Automotive Worker 24.96
05110 - Mobile Equipment Servicer 21.71
05130 - Motor Equipment Metal Mechanic 26.06
05160 - Motor Equipment Metal Worker 23.84
05190 - Motor Vehicle Mechanic 26.07
05220 - Motor Vehicle Mechanic Helper 20.54
05250 - Motor Vehicle Upholstery Worker 22.78
05280 - Motor Vehicle Wrecker 23.84
05310 - Painter Automotive 24.96
05340 - Radiator Repair Specialist 23.84
05370 - Tire Repairer 17.31
05400 - Transmission Repair Specialist 26.07
07000 - Food Preparation And Service Occupations
07010 - Baker 17.56
07041 - Cook I 18.08
07042 - Cook II 20.52
07070 - Dishwasher 14.05
07130 - Food Service Worker 14.92
07210 - Meat Cutter 19.51
07260 - Waiter/Waitress 14.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.61

09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	23.06
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	20.57
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.39
11060 - Elevator Operator	16.28
11090 - Gardener	24.79
11122 - Housekeeping Aide	16.74
11150 - Janitor	16.74
11210 - Laborer Grounds Maintenance	19.08
11240 - Maid or Houseman	17.56
11260 - Pruner	17.19
11270 - Tractor Operator	22.91
11330 - Trail Maintenance Worker	19.08
11360 - Window Cleaner	18.61
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	29.12
12012 - Certified Occupational Therapist Assistant	34.51
12015 - Certified Physical Therapist Assistant	33.80
12020 - Dental Assistant	23.50
12025 - Dental Hygienist	55.77
12030 - EKG Technician	33.39
12035 - Electroneurodiagnostic Technologist	33.39
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	26.03
12072 - Licensed Practical Nurse II	29.12
12073 - Licensed Practical Nurse III	32.46
12100 - Medical Assistant	23.26
12130 - Medical Laboratory Technician	30.77
12160 - Medical Record Clerk	23.60
12190 - Medical Record Technician	26.41
12195 - Medical Transcriptionist	22.88
12210 - Nuclear Medicine Technologist	60.06
12221 - Nursing Assistant I	14.45
12222 - Nursing Assistant II	16.25
12223 - Nursing Assistant III	17.74
12224 - Nursing Assistant IV	19.91
12235 - Optical Dispenser	23.77
12236 - Optical Technician	18.62
12250 - Pharmacy Technician	23.15
12280 - Phlebotomist	25.92
12305 - Radiologic Technologist	49.08
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III Anesthetist	64.90

12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		36.68
12320 - Substance Abuse Treatment Counselor		26.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.45
13012 - Exhibits Specialist II		31.05
13013 - Exhibits Specialist III		37.98
13041 - Illustrator I		26.48
13042 - Illustrator II		32.79
13043 - Illustrator III		40.13
13047 - Librarian		41.12
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		37.13
13058 - Library Technician		27.39
13061 - Media Specialist I		26.79
13062 - Media Specialist II		29.97
13063 - Media Specialist III		33.41
13071 - Photographer I		20.85
13072 - Photographer II		23.33
13073 - Photographer III		28.90
13074 - Photographer IV		35.35
13075 - Photographer V		42.77
13090 - Technical Order Library Clerk		24.42
13110 - Video Teleconference Technician		28.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
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		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		39.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.84
15020 - Aircrew Training Devices Instructor (Rated)		48.21
15030 - Air Crew Training Devices Instructor (Pilot)		57.78
15050 - Computer Based Training Specialist / Instructor		39.84
15060 - Educational Technologist		32.97
15070 - Flight Instructor (Pilot)		57.78
15080 - Graphic Artist		33.61
15085 - Maintenance Test Pilot Fixed Jet/Prop		56.65

15086 - Maintenance Test Pilot Rotary Wing 56.65
15088 - Non-Maintenance Test/Co-Pilot 56.65
15090 - Technical Instructor 33.96
15095 - Technical Instructor/Course Developer 41.54
15110 - Test Proctor 27.42
15120 - Tutor 27.42
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.26
16030 - Counter Attendant 17.26
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 17.26
16090 - Presser Hand 17.26
16110 - Presser Machine Drycleaning 17.26
16130 - Presser Machine Shirts 17.26
16160 - Presser Machine Wearing Apparel Laundry 17.26
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 19.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.01
19040 - Tool And Die Maker 29.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.50
21030 - Material Coordinator 29.38
21040 - Material Expediter 29.38
21050 - Material Handling Laborer 18.02
21071 - Order Filler 16.06
21080 - Production Line Worker (Food Processing) 20.50
21110 - Shipping Packer 19.07
21130 - Shipping/Receiving Clerk 19.07
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 20.50
21410 - Warehouse Specialist 20.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.47
23019 - Aircraft Logs and Records Technician 30.16
23021 - Aircraft Mechanic I 35.66
23022 - Aircraft Mechanic II 37.47
23023 - Aircraft Mechanic III 39.06
23040 - Aircraft Mechanic Helper 26.06
23050 - Aircraft Painter 33.82
23060 - Aircraft Servicer 30.16
23070 - Aircraft Survival Flight Equipment Technician 33.82
23080 - Aircraft Worker 32.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.66
23110 - Appliance Mechanic 26.61

23120 - Bicycle Repairer	21.51
23125 - Cable Splicer	49.63
23130 - Carpenter Maintenance	32.68
23140 - Carpet Layer	33.40
23160 - Electrician Maintenance	48.53
23181 - Electronics Technician Maintenance I	33.73
23182 - Electronics Technician Maintenance II	35.64
23183 - Electronics Technician Maintenance III	37.58
23260 - Fabric Worker	28.58
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	28.20
23311 - Fuel Distribution System Mechanic	41.32
23312 - Fuel Distribution System Operator	32.67
23370 - General Maintenance Worker	24.77
23380 - Ground Support Equipment Mechanic	35.66
23381 - Ground Support Equipment Servicer	30.16
23382 - Ground Support Equipment Worker	32.01
23391 - Gunsmith I	28.20
23392 - Gunsmith II	32.01
23393 - Gunsmith III	35.66
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.77
23430 - Heavy Equipment Mechanic	36.26
23440 - Heavy Equipment Operator	43.35
23460 - Instrument Mechanic	42.64
23465 - Laboratory/Shelter Mechanic	33.82
23470 - Laborer	17.72
23510 - Locksmith	27.47
23530 - Machinery Maintenance Mechanic	36.53
23550 - Machinist Maintenance	27.37
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	42.64
23592 - Metrology Technician II	44.82
23593 - Metrology Technician III	46.72
23640 - Millwright	43.22
23710 - Office Appliance Repairer	23.42
23760 - Painter Maintenance	30.10
23790 - Pipefitter Maintenance	37.36
23810 - Plumber Maintenance	35.42
23820 - Pneudraulic Systems Mechanic	35.66
23850 - Rigger	35.44
23870 - Scale Mechanic	32.01
23890 - Sheet-Metal Worker Maintenance	31.09
23910 - Small Engine Mechanic	21.41
23931 - Telecommunications Mechanic I	32.87
23932 - Telecommunications Mechanic II	34.54
23950 - Telephone Lineman	31.97
23960 - Welder Combination Maintenance	26.71

23965 - Well Driller	33.43
23970 - Woodcraft Worker	35.66
23980 - Woodworker	28.20
24000 - Personal Needs Occupations	
24550 - Case Manager	22.10
24570 - Child Care Attendant	16.81
24580 - Child Care Center Clerk	20.97
24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	22.10
24630 - Homemaker	22.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	48.77
25040 - Sewage Plant Operator	45.83
25070 - Stationary Engineer	48.77
25190 - Ventilation Equipment Tender	35.65
25210 - Water Treatment Plant Operator	45.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	43.22
27007 - Baggage Inspector	17.50
27008 - Corrections Officer	39.05
27010 - Court Security Officer	43.47
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	39.05
27070 - Firefighter	47.89
27101 - Guard I	17.50
27102 - Guard II	30.14
27131 - Police Officer I	52.64
27132 - Police Officer II	58.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.32
28042 - Carnival Equipment Repairer	19.83
28043 - Carnival Worker	13.73
28210 - Gate Attendant/Gate Tender	19.84
28310 - Lifeguard	14.03
28350 - Park Attendant (Aide)	22.21
28510 - Recreation Aide/Health Facility Attendant	16.20
28515 - Recreation Specialist	27.50
28630 - Sports Official	17.68
28690 - Swimming Pool Operator	22.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.09
29020 - Hatch Tender	33.09
29030 - Line Handler	33.09
29041 - Stevedore I	31.19
29042 - Stevedore II	34.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 35.99
30051 - Cryogenic Technician I 30.50
30052 - Cryogenic Technician II 33.69
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 30.70
30095 - Evidence Control Specialist 27.54
30210 - Laboratory Technician 25.97
30221 - Latent Fingerprint Technician I 42.48
30222 - Latent Fingerprint Technician II 46.93
30240 - Mathematical Technician 39.48
30361 - Paralegal/Legal Assistant I 23.52
30362 - Paralegal/Legal Assistant II 29.13
30363 - Paralegal/Legal Assistant III 35.65
30364 - Paralegal/Legal Assistant IV 43.11
30375 - Petroleum Supply Specialist 33.69
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 33.69
30461 - Technical Writer I 32.66
30462 - Technical Writer II 39.96
30463 - Technical Writer III 48.33
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 30.50
30502 - Weather Forecaster II 37.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.82
30621 - Weather Observer Senior (see 2) 30.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 20.60
31030 - Bus Driver 28.62
31043 - Driver Courier 19.58
31260 - Parking and Lot Attendant 15.35
31290 - Shuttle Bus Driver 21.19

31310 - Taxi Driver	17.34
31361 - Truckdriver Light	21.19
31362 - Truckdriver Medium	22.66
31363 - Truckdriver Heavy	24.40
31364 - Truckdriver Tractor-Trailer	24.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	14.60
99050 - Desk Clerk	16.67
99095 - Embalmer	28.17
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	17.20
99252 - Laboratory Animal Caretaker II	18.61
99260 - Marketing Analyst	41.33
99310 - Mortician	29.47
99410 - Pest Controller	20.72
99510 - Photofinishing Worker	20.88
99710 - Recycling Laborer	35.09
99711 - Recycling Specialist	40.54
99730 - Refuse Collector	31.57
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	41.26
99831 - Surveying Aide	24.83
99832 - Surveying Technician	36.30
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	21.34
99842 - Vending Machine Repairer Helper	18.34

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5624
Revision No.: 13
Date Of Last Revision: 06/13/2020

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: California

Area: California Counties of Alameda Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.08
01012 - Accounting Clerk II		23.66
01013 - Accounting Clerk III		26.48
01020 - Administrative Assistant		38.59
01035 - Court Reporter		45.60
01041 - Customer Service Representative I		17.77
01042 - Customer Service Representative II		19.97
01043 - Customer Service Representative III		21.79
01051 - Data Entry Operator I		18.03
01052 - Data Entry Operator II		19.68
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.45

01090 - Duplicating Machine Operator	15.45
01111 - General Clerk I	17.29
01112 - General Clerk II	18.87
01113 - General Clerk III	21.18
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	19.09
01191 - Order Clerk I	18.56
01192 - Order Clerk II	20.26
01261 - Personnel Assistant (Employment) I	19.95
01262 - Personnel Assistant (Employment) II	22.32
01263 - Personnel Assistant (Employment) III	24.88
01270 - Production Control Clerk	29.38
01290 - Rental Clerk	18.47
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.26
01410 - Supply Technician	38.59
01420 - Survey Worker	27.00
01460 - Switchboard Operator/Receptionist	18.08
01531 - Travel Clerk I	20.16
01532 - Travel Clerk II	21.95
01533 - Travel Clerk III	23.78
01611 - Word Processor I	25.14
01612 - Word Processor II	28.22
01613 - Word Processor III	31.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.13
05010 - Automotive Electrician	24.95
05040 - Automotive Glass Installer	23.29
05070 - Automotive Worker	24.96
05110 - Mobile Equipment Servicer	21.71
05130 - Motor Equipment Metal Mechanic	26.06
05160 - Motor Equipment Metal Worker	23.84
05190 - Motor Vehicle Mechanic	26.07
05220 - Motor Vehicle Mechanic Helper	20.54
05250 - Motor Vehicle Upholstery Worker	22.78
05280 - Motor Vehicle Wrecker	23.84
05310 - Painter Automotive	24.96
05340 - Radiator Repair Specialist	23.84
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.56
07041 - Cook I	18.08
07042 - Cook II	20.52
07070 - Dishwasher	14.05
07130 - Food Service Worker	14.92
07210 - Meat Cutter	19.51

07260 - Waiter/Waitress	14.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.61
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	23.06
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	20.57
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.39
11060 - Elevator Operator	16.28
11090 - Gardener	24.79
11122 - Housekeeping Aide	16.74
11150 - Janitor	16.74
11210 - Laborer Grounds Maintenance	19.08
11240 - Maid or Houseman	17.56
11260 - Pruner	17.19
11270 - Tractor Operator	22.91
11330 - Trail Maintenance Worker	19.08
11360 - Window Cleaner	18.61
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	29.12
12012 - Certified Occupational Therapist Assistant	34.51
12015 - Certified Physical Therapist Assistant	33.80
12020 - Dental Assistant	23.50
12025 - Dental Hygienist	55.77
12030 - EKG Technician	33.39
12035 - Electroneurodiagnostic Technologist	33.39
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	26.03
12072 - Licensed Practical Nurse II	29.12
12073 - Licensed Practical Nurse III	32.46
12100 - Medical Assistant	23.26
12130 - Medical Laboratory Technician	30.77
12160 - Medical Record Clerk	23.60
12190 - Medical Record Technician	26.41
12195 - Medical Transcriptionist	22.88
12210 - Nuclear Medicine Technologist	60.06
12221 - Nursing Assistant I	14.45
12222 - Nursing Assistant II	16.25
12223 - Nursing Assistant III	17.74
12224 - Nursing Assistant IV	19.91
12235 - Optical Dispenser	23.77
12236 - Optical Technician	18.62
12250 - Pharmacy Technician	23.15
12280 - Phlebotomist	25.92
12305 - Radiologic Technologist	49.08
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66

12313 - Registered Nurse II Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		36.68
12320 - Substance Abuse Treatment Counselor		26.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.45
13012 - Exhibits Specialist II		31.05
13013 - Exhibits Specialist III		37.98
13041 - Illustrator I		26.48
13042 - Illustrator II		32.79
13043 - Illustrator III		40.13
13047 - Librarian		41.12
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		37.13
13058 - Library Technician		27.39
13061 - Media Specialist I		26.79
13062 - Media Specialist II		29.97
13063 - Media Specialist III		33.41
13071 - Photographer I		20.85
13072 - Photographer II		23.33
13073 - Photographer III		28.90
13074 - Photographer IV		35.35
13075 - Photographer V		42.77
13090 - Technical Order Library Clerk		24.42
13110 - Video Teleconference Technician		28.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
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		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		39.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.84
15020 - Aircrew Training Devices Instructor (Rated)		48.21
15030 - Air Crew Training Devices Instructor (Pilot)		57.78
15050 - Computer Based Training Specialist / Instructor		39.84
15060 - Educational Technologist		32.97

15070 - Flight Instructor (Pilot) 57.78
15080 - Graphic Artist 33.61
15085 - Maintenance Test Pilot Fixed Jet/Prop 56.65
15086 - Maintenance Test Pilot Rotary Wing 56.65
15088 - Non-Maintenance Test/Co-Pilot 56.65
15090 - Technical Instructor 33.96
15095 - Technical Instructor/Course Developer 41.54
15110 - Test Proctor 27.42
15120 - Tutor 27.42
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.26
16030 - Counter Attendant 17.26
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 17.26
16090 - Presser Hand 17.26
16110 - Presser Machine Drycleaning 17.26
16130 - Presser Machine Shirts 17.26
16160 - Presser Machine Wearing Apparel Laundry 17.26
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 19.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.01
19040 - Tool And Die Maker 29.63
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.50
21030 - Material Coordinator 29.38
21040 - Material Expediter 29.38
21050 - Material Handling Laborer 18.02
21071 - Order Filler 16.06
21080 - Production Line Worker (Food Processing) 20.50
21110 - Shipping Packer 19.07
21130 - Shipping/Receiving Clerk 19.07
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 20.50
21410 - Warehouse Specialist 20.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.47
23019 - Aircraft Logs and Records Technician 30.16
23021 - Aircraft Mechanic I 35.66
23022 - Aircraft Mechanic II 37.47
23023 - Aircraft Mechanic III 39.06
23040 - Aircraft Mechanic Helper 26.06
23050 - Aircraft Painter 33.82
23060 - Aircraft Servicer 30.16
23070 - Aircraft Survival Flight Equipment Technician 33.82
23080 - Aircraft Worker 32.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 35.66
II
23110 - Appliance Mechanic 26.61
23120 - Bicycle Repairer 21.51
23125 - Cable Splicer 49.63
23130 - Carpenter Maintenance 32.68
23140 - Carpet Layer 33.40
23160 - Electrician Maintenance 48.53
23181 - Electronics Technician Maintenance I 33.73
23182 - Electronics Technician Maintenance II 35.64
23183 - Electronics Technician Maintenance III 37.58
23260 - Fabric Worker 28.58
23290 - Fire Alarm System Mechanic 27.45
23310 - Fire Extinguisher Repairer 28.20
23311 - Fuel Distribution System Mechanic 41.32
23312 - Fuel Distribution System Operator 32.67
23370 - General Maintenance Worker 24.77
23380 - Ground Support Equipment Mechanic 35.66
23381 - Ground Support Equipment Servicer 30.16
23382 - Ground Support Equipment Worker 32.01
23391 - Gunsmith I 28.20
23392 - Gunsmith II 32.01
23393 - Gunsmith III 35.66
23410 - Heating Ventilation And Air-Conditioning 32.13
Mechanic
23411 - Heating Ventilation And Air Contidioning 33.77
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 36.26
23440 - Heavy Equipment Operator 43.35
23460 - Instrument Mechanic 42.64
23465 - Laboratory/Shelter Mechanic 33.82
23470 - Laborer 17.72
23510 - Locksmith 27.47
23530 - Machinery Maintenance Mechanic 36.53
23550 - Machinist Maintenance 27.37
23580 - Maintenance Trades Helper 17.19
23591 - Metrology Technician I 42.64
23592 - Metrology Technician II 44.82
23593 - Metrology Technician III 46.72
23640 - Millwright 43.22
23710 - Office Appliance Repairer 23.42
23760 - Painter Maintenance 30.10
23790 - Pipefitter Maintenance 37.36
23810 - Plumber Maintenance 35.42
23820 - Pneudraulic Systems Mechanic 35.66
23850 - Rigger 35.44
23870 - Scale Mechanic 32.01
23890 - Sheet-Metal Worker Maintenance 31.09
23910 - Small Engine Mechanic 21.41
23931 - Telecommunications Mechanic I 32.87

23932 - Telecommunications Mechanic II 34.54
23950 - Telephone Lineman 31.97
23960 - Welder Combination Maintenance 26.71
23965 - Well Driller 33.43
23970 - Woodcraft Worker 35.66
23980 - Woodworker 28.20
24000 - Personal Needs Occupations
24550 - Case Manager 22.10
24570 - Child Care Attendant 16.81
24580 - Child Care Center Clerk 20.97
24610 - Chore Aide 13.83
24620 - Family Readiness And Support Services Coordinator 22.10
24630 - Homemaker 22.10
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 48.77
25040 - Sewage Plant Operator 45.83
25070 - Stationary Engineer 48.77
25190 - Ventilation Equipment Tender 35.65
25210 - Water Treatment Plant Operator 45.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 43.22
27007 - Baggage Inspector 17.50
27008 - Corrections Officer 39.05
27010 - Court Security Officer 43.47
27030 - Detection Dog Handler 30.14
27040 - Detention Officer 39.05
27070 - Firefighter 47.89
27101 - Guard I 17.50
27102 - Guard II 30.14
27131 - Police Officer I 52.64
27132 - Police Officer II 58.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.32
28042 - Carnival Equipment Repairer 19.83
28043 - Carnival Worker 13.73
28210 - Gate Attendant/Gate Tender 19.84
28310 - Lifeguard 14.03
28350 - Park Attendant (Aide) 22.21
28510 - Recreation Aide/Health Facility Attendant 16.20
28515 - Recreation Specialist 27.50
28630 - Sports Official 17.68
28690 - Swimming Pool Operator 22.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.09
29020 - Hatch Tender 33.09
29030 - Line Handler 33.09
29041 - Stevedore I 31.19
29042 - Stevedore II 34.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 35.99
30051 - Cryogenic Technician I 30.50
30052 - Cryogenic Technician II 33.69
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 30.70
30095 - Evidence Control Specialist 27.54
30210 - Laboratory Technician 25.97
30221 - Latent Fingerprint Technician I 42.48
30222 - Latent Fingerprint Technician II 46.93
30240 - Mathematical Technician 39.48
30361 - Paralegal/Legal Assistant I 23.52
30362 - Paralegal/Legal Assistant II 29.13
30363 - Paralegal/Legal Assistant III 35.65
30364 - Paralegal/Legal Assistant IV 43.11
30375 - Petroleum Supply Specialist 33.69
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 33.69
30461 - Technical Writer I 32.66
30462 - Technical Writer II 39.96
30463 - Technical Writer III 48.33
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 30.50
30502 - Weather Forecaster II 37.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.82
30621 - Weather Observer Senior (see 2) 30.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 20.60
31030 - Bus Driver 28.62

31043 - Driver Courier	19.58
31260 - Parking and Lot Attendant	15.35
31290 - Shuttle Bus Driver	21.19
31310 - Taxi Driver	17.34
31361 - Truckdriver Light	21.19
31362 - Truckdriver Medium	22.66
31363 - Truckdriver Heavy	24.40
31364 - Truckdriver Tractor-Trailer	24.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	14.60
99050 - Desk Clerk	16.67
99095 - Embalmer	28.17
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	17.20
99252 - Laboratory Animal Caretaker II	18.61
99260 - Marketing Analyst	41.33
99310 - Mortician	29.47
99410 - Pest Controller	20.72
99510 - Photofinishing Worker	20.88
99710 - Recycling Laborer	35.09
99711 - Recycling Specialist	40.54
99730 - Refuse Collector	31.57
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	41.26
99831 - Surveying Aide	24.83
99832 - Surveying Technician	36.30
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	21.34
99842 - Vending Machine Repairer Helper	18.34

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

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.: 2015-5625
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: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.68
01012 - Accounting Clerk II		20.97
01013 - Accounting Clerk III		23.46
01020 - Administrative Assistant		34.76
01035 - Court Reporter		19.93
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		17.02
01043 - Customer Service Representative III		18.57
01051 - Data Entry Operator I		15.32
01052 - Data Entry Operator II		16.72
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		20.13
01090 - Duplicating Machine Operator		20.13
01111 - General Clerk I		14.67
01112 - General Clerk II		16.01

01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	21.90
01141 - Messenger Courier	13.69
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.97
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.91
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	17.43
01311 - Secretary I	17.43
01312 - Secretary II	19.50
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.76
01420 - Survey Worker	21.96
01460 - Switchboard Operator/Receptionist	15.92
01531 - Travel Clerk I	17.27
01532 - Travel Clerk II	18.48
01533 - Travel Clerk III	19.47
01611 - Word Processor I	17.92
01612 - Word Processor II	20.12
01613 - Word Processor III	22.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.29
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	17.07
07042 - Cook II	19.75
07070 - Dishwasher	11.96
07130 - Food Service Worker	12.75
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30

09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.30
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	20.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	15.44
11090 - Gardener	20.84
11122 - Housekeeping Aide	15.44
11150 - Janitor	15.44
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	13.74
11260 - Pruner	15.10
11270 - Tractor Operator	19.11
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	16.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.72
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	36.26
12015 - Certified Physical Therapist Assistant	29.08
12020 - Dental Assistant	21.51
12025 - Dental Hygienist	47.81
12030 - EKG Technician	48.30
12035 - Electroneurodiagnostic Technologist	48.30
12040 - Emergency Medical Technician	23.72
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	18.15
12130 - Medical Laboratory Technician	29.43
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.03
12195 - Medical Transcriptionist	21.22
12210 - Nuclear Medicine Technologist	57.42
12221 - Nursing Assistant I	12.70
12222 - Nursing Assistant II	14.28
12223 - Nursing Assistant III	15.58
12224 - Nursing Assistant IV	17.50
12235 - Optical Dispenser	21.33
12236 - Optical Technician	22.28
12250 - Pharmacy Technician	19.73
12280 - Phlebotomist	21.97
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III Anesthetist	48.20

12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		32.32
12320 - Substance Abuse Treatment Counselor		20.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.44
13012 - Exhibits Specialist II		30.27
13013 - Exhibits Specialist III		37.02
13041 - Illustrator I		25.19
13042 - Illustrator II		31.19
13043 - Illustrator III		38.64
13047 - Librarian		34.54
13050 - Library Aide/Clerk		17.05
13054 - Library Information Technology Systems Administrator		28.79
13058 - Library Technician		22.40
13061 - Media Specialist I		21.84
13062 - Media Specialist II		24.44
13063 - Media Specialist III		27.24
13071 - Photographer I		16.96
13072 - Photographer II		20.70
13073 - Photographer III		26.61
13074 - Photographer IV		35.57
13075 - Photographer V		39.24
13090 - Technical Order Library Clerk		21.32
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.15
14042 - Computer Operator II		20.31
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
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		18.15
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		37.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.59
15020 - Aircrew Training Devices Instructor (Rated)		44.26
15030 - Air Crew Training Devices Instructor (Pilot)		53.06
15050 - Computer Based Training Specialist / Instructor		35.14
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		53.06
15080 - Graphic Artist		24.25
15085 - Maintenance Test Pilot Fixed Jet/Prop		53.06

15086 - Maintenance Test Pilot Rotary Wing 53.06
15088 - Non-Maintenance Test/Co-Pilot 53.06
15090 - Technical Instructor 26.07
15095 - Technical Instructor/Course Developer 31.89
15110 - Test Proctor 21.05
15120 - Tutor 21.05
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) 23.77
19040 - Tool And Die Maker 27.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.07
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 14.03
21071 - Order Filler 13.58
21080 - Production Line Worker (Food Processing) 16.07
21110 - Shipping Packer 16.22
21130 - Shipping/Receiving Clerk 16.22
21140 - Store Worker I 15.63
21150 - Stock Clerk 18.85
21210 - Tools And Parts Attendant 16.07
21410 - Warehouse Specialist 16.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.23
23019 - Aircraft Logs and Records Technician 26.71
23021 - Aircraft Mechanic I 32.32
23022 - Aircraft Mechanic II 34.23
23023 - Aircraft Mechanic III 35.56
23040 - Aircraft Mechanic Helper 22.66
23050 - Aircraft Painter 30.44
23060 - Aircraft Servicer 26.71
23070 - Aircraft Survival Flight Equipment Technician 30.44
23080 - Aircraft Worker 28.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.32
23110 - Appliance Mechanic 26.03

23120 - Bicycle Repairer	19.35
23125 - Cable Splicer	35.13
23130 - Carpenter Maintenance	28.78
23140 - Carpet Layer	24.35
23160 - Electrician Maintenance	30.18
23181 - Electronics Technician Maintenance I	30.08
23182 - Electronics Technician Maintenance II	32.02
23183 - Electronics Technician Maintenance III	33.99
23260 - Fabric Worker	23.28
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.53
23311 - Fuel Distribution System Mechanic	31.69
23312 - Fuel Distribution System Operator	24.23
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	32.32
23381 - Ground Support Equipment Servicer	26.71
23382 - Ground Support Equipment Worker	28.60
23391 - Gunsmith I	21.53
23392 - Gunsmith II	24.91
23393 - Gunsmith III	28.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.56
23430 - Heavy Equipment Mechanic	30.19
23440 - Heavy Equipment Operator	35.83
23460 - Instrument Mechanic	31.52
23465 - Laboratory/Shelter Mechanic	26.53
23470 - Laborer	14.03
23510 - Locksmith	25.81
23530 - Machinery Maintenance Mechanic	29.27
23550 - Machinist Maintenance	24.78
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	31.52
23592 - Metrology Technician II	33.38
23593 - Metrology Technician III	34.69
23640 - Millwright	28.16
23710 - Office Appliance Repairer	21.32
23760 - Painter Maintenance	21.05
23790 - Pipefitter Maintenance	28.67
23810 - Plumber Maintenance	27.01
23820 - Pneudraulic Systems Mechanic	28.16
23850 - Rigger	28.79
23870 - Scale Mechanic	24.91
23890 - Sheet-Metal Worker Maintenance	25.84
23910 - Small Engine Mechanic	24.75
23931 - Telecommunications Mechanic I	30.17
23932 - Telecommunications Mechanic II	31.95
23950 - Telephone Lineman	34.15
23960 - Welder Combination Maintenance	19.94

23965 - Well Driller 28.16
23970 - Woodcraft Worker 28.16
23980 - Woodworker 21.53
24000 - Personal Needs Occupations
24550 - Case Manager 21.47
24570 - Child Care Attendant 14.84
24580 - Child Care Center Clerk 18.51
24610 - Chore Aide 12.94
24620 - Family Readiness And Support Services Coordinator 21.47
24630 - Homemaker 21.47
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.68
25040 - Sewage Plant Operator 32.80
25070 - Stationary Engineer 36.65
25190 - Ventilation Equipment Tender 26.42
25210 - Water Treatment Plant Operator 32.80
27000 - Protective Service Occupations
27004 - Alarm Monitor 35.75
27007 - Baggage Inspector 14.09
27008 - Corrections Officer 42.57
27010 - Court Security Officer 42.57
27030 - Detection Dog Handler 19.70
27040 - Detention Officer 42.57
27070 - Firefighter 42.57
27101 - Guard I 14.09
27102 - Guard II 19.70
27131 - Police Officer I 49.24
27132 - Police Officer II 54.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.19
28042 - Carnival Equipment Repairer 17.66
28043 - Carnival Worker 12.80
28210 - Gate Attendant/Gate Tender 16.87
28310 - Lifeguard 15.23
28350 - Park Attendant (Aide) 18.88
28510 - Recreation Aide/Health Facility Attendant 13.77
28515 - Recreation Specialist 23.38
28630 - Sports Official 15.02
28690 - Swimming Pool Operator 20.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 35.43
29020 - Hatch Tender 35.43
29030 - Line Handler 35.43
29041 - Stevedore I 35.31
29042 - Stevedore II 39.68
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.59

30021 - Archeological Technician I		24.49
30022 - Archeological Technician II		27.39
30023 - Archeological Technician III		33.92
30030 - Cartographic Technician		34.33
30040 - Civil Engineering Technician		31.22
30051 - Cryogenic Technician I		31.55
30052 - Cryogenic Technician II		34.85
30061 - Drafter/CAD Operator I		24.49
30062 - Drafter/CAD Operator II		27.39
30063 - Drafter/CAD Operator III		30.35
30064 - Drafter/CAD Operator IV		37.58
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		29.16
30095 - Evidence Control Specialist		28.49
30210 - Laboratory Technician		24.99
30221 - Latent Fingerprint Technician I		41.51
30222 - Latent Fingerprint Technician II		45.85
30240 - Mathematical Technician		33.80
30361 - Paralegal/Legal Assistant I		22.61
30362 - Paralegal/Legal Assistant II		28.00
30363 - Paralegal/Legal Assistant III		34.26
30364 - Paralegal/Legal Assistant IV		41.45
30375 - Petroleum Supply Specialist		34.85
30390 - Photo-Optics Technician		30.73
30395 - Radiation Control Technician		34.85
30461 - Technical Writer I		29.52
30462 - Technical Writer II		36.11
30463 - Technical Writer III		43.69
30491 - Unexploded Ordnance (UXO) Technician I		28.95
30492 - Unexploded Ordnance (UXO) Technician II		35.02
30493 - Unexploded Ordnance (UXO) Technician III		41.98
30494 - Unexploded (UXO) Safety Escort		28.95
30495 - Unexploded (UXO) Sweep Personnel		28.95
30501 - Weather Forecaster I		31.55
30502 - Weather Forecaster II		38.38
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	30.35
30621 - Weather Observer Senior	(see 2)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.02
31020 - Bus Aide		14.36
31030 - Bus Driver		20.54
31043 - Driver Courier		14.77
31260 - Parking and Lot Attendant		12.87
31290 - Shuttle Bus Driver		16.10

31310 - Taxi Driver	14.65
31361 - Truckdriver Light	16.10
31362 - Truckdriver Medium	17.40
31363 - Truckdriver Heavy	24.90
31364 - Truckdriver Tractor-Trailer	24.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.23
99050 - Desk Clerk	13.52
99095 - Embalmer	28.95
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	15.64
99252 - Laboratory Animal Caretaker II	17.06
99260 - Marketing Analyst	35.57
99310 - Mortician	28.95
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	18.08
99710 - Recycling Laborer	25.99
99711 - Recycling Specialist	31.77
99730 - Refuse Collector	23.12
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	16.08
99830 - Survey Party Chief	33.64
99831 - Surveying Aide	19.95
99832 - Surveying Technician	27.37
99840 - Vending Machine Attendant	19.53
99841 - Vending Machine Repairer	22.54
99842 - Vending Machine Repairer Helper	19.53

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 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.: 2015-5626
Revision No.: 12
Date Of Last Revision: 07/16/2020

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: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.68
01012 - Accounting Clerk II		20.97
01013 - Accounting Clerk III		23.46
01020 - Administrative Assistant		34.76
01035 - Court Reporter		19.93
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		17.02
01043 - Customer Service Representative III		18.57
01051 - Data Entry Operator I		15.32
01052 - Data Entry Operator II		16.72
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		20.13

01090 - Duplicating Machine Operator	20.13
01111 - General Clerk I	14.67
01112 - General Clerk II	16.01
01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	21.90
01141 - Messenger Courier	13.69
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.97
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.91
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	17.43
01311 - Secretary I	17.43
01312 - Secretary II	19.50
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.76
01420 - Survey Worker	21.96
01460 - Switchboard Operator/Receptionist	15.92
01531 - Travel Clerk I	17.27
01532 - Travel Clerk II	18.48
01533 - Travel Clerk III	19.47
01611 - Word Processor I	17.92
01612 - Word Processor II	20.12
01613 - Word Processor III	22.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.29
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	17.07
07042 - Cook II	19.75
07070 - Dishwasher	11.96
07130 - Food Service Worker	12.75
07210 - Meat Cutter	18.66

07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.30
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	20.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	15.44
11090 - Gardener	20.84
11122 - Housekeeping Aide	15.44
11150 - Janitor	15.44
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	13.74
11260 - Pruner	15.10
11270 - Tractor Operator	19.11
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	16.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.72
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	36.26
12015 - Certified Physical Therapist Assistant	29.08
12020 - Dental Assistant	21.51
12025 - Dental Hygienist	47.81
12030 - EKG Technician	48.30
12035 - Electroneurodiagnostic Technologist	48.30
12040 - Emergency Medical Technician	23.72
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	18.15
12130 - Medical Laboratory Technician	29.43
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.03
12195 - Medical Transcriptionist	21.22
12210 - Nuclear Medicine Technologist	57.42
12221 - Nursing Assistant I	12.70
12222 - Nursing Assistant II	14.28
12223 - Nursing Assistant III	15.58
12224 - Nursing Assistant IV	17.50
12235 - Optical Dispenser	21.33
12236 - Optical Technician	22.28
12250 - Pharmacy Technician	19.73
12280 - Phlebotomist	21.97
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49

12313 - Registered Nurse II Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		32.32
12320 - Substance Abuse Treatment Counselor		20.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.44
13012 - Exhibits Specialist II		30.27
13013 - Exhibits Specialist III		37.02
13041 - Illustrator I		25.19
13042 - Illustrator II		31.19
13043 - Illustrator III		38.64
13047 - Librarian		34.54
13050 - Library Aide/Clerk		17.05
13054 - Library Information Technology Systems Administrator		28.79
13058 - Library Technician		22.40
13061 - Media Specialist I		21.84
13062 - Media Specialist II		24.44
13063 - Media Specialist III		27.24
13071 - Photographer I		16.96
13072 - Photographer II		20.70
13073 - Photographer III		26.61
13074 - Photographer IV		35.57
13075 - Photographer V		39.24
13090 - Technical Order Library Clerk		21.32
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.15
14042 - Computer Operator II		20.31
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
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		18.15
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		37.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.59
15020 - Aircrew Training Devices Instructor (Rated)		44.26
15030 - Air Crew Training Devices Instructor (Pilot)		53.06
15050 - Computer Based Training Specialist / Instructor		35.14
15060 - Educational Technologist		39.63

15070 - Flight Instructor (Pilot) 53.06
15080 - Graphic Artist 24.25
15085 - Maintenance Test Pilot Fixed Jet/Prop 53.06
15086 - Maintenance Test Pilot Rotary Wing 53.06
15088 - Non-Maintenance Test/Co-Pilot 53.06
15090 - Technical Instructor 26.07
15095 - Technical Instructor/Course Developer 31.89
15110 - Test Proctor 21.05
15120 - Tutor 21.05
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) 23.77
19040 - Tool And Die Maker 27.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.07
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 14.03
21071 - Order Filler 13.58
21080 - Production Line Worker (Food Processing) 16.07
21110 - Shipping Packer 16.22
21130 - Shipping/Receiving Clerk 16.22
21140 - Store Worker I 15.63
21150 - Stock Clerk 18.85
21210 - Tools And Parts Attendant 16.07
21410 - Warehouse Specialist 16.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.23
23019 - Aircraft Logs and Records Technician 26.71
23021 - Aircraft Mechanic I 32.32
23022 - Aircraft Mechanic II 34.23
23023 - Aircraft Mechanic III 35.56
23040 - Aircraft Mechanic Helper 22.66
23050 - Aircraft Painter 30.44
23060 - Aircraft Servicer 26.71
23070 - Aircraft Survival Flight Equipment Technician 30.44
23080 - Aircraft Worker 28.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.60

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.32
II
23110 - Appliance Mechanic 26.03
23120 - Bicycle Repairer 19.35
23125 - Cable Splicer 35.13
23130 - Carpenter Maintenance 28.78
23140 - Carpet Layer 24.35
23160 - Electrician Maintenance 30.18
23181 - Electronics Technician Maintenance I 30.08
23182 - Electronics Technician Maintenance II 32.02
23183 - Electronics Technician Maintenance III 33.99
23260 - Fabric Worker 23.28
23290 - Fire Alarm System Mechanic 24.80
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 31.69
23312 - Fuel Distribution System Operator 24.23
23370 - General Maintenance Worker 23.26
23380 - Ground Support Equipment Mechanic 32.32
23381 - Ground Support Equipment Servicer 26.71
23382 - Ground Support Equipment Worker 28.60
23391 - Gunsmith I 21.53
23392 - Gunsmith II 24.91
23393 - Gunsmith III 28.16
23410 - Heating Ventilation And Air-Conditioning 25.08
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.56
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 30.19
23440 - Heavy Equipment Operator 35.83
23460 - Instrument Mechanic 31.52
23465 - Laboratory/Shelter Mechanic 26.53
23470 - Laborer 14.03
23510 - Locksmith 25.81
23530 - Machinery Maintenance Mechanic 29.27
23550 - Machinist Maintenance 24.78
23580 - Maintenance Trades Helper 14.97
23591 - Metrology Technician I 31.52
23592 - Metrology Technician II 33.38
23593 - Metrology Technician III 34.69
23640 - Millwright 28.16
23710 - Office Appliance Repairer 21.32
23760 - Painter Maintenance 21.05
23790 - Pipefitter Maintenance 28.67
23810 - Plumber Maintenance 27.01
23820 - Pneudraulic Systems Mechanic 28.16
23850 - Rigger 28.79
23870 - Scale Mechanic 24.91
23890 - Sheet-Metal Worker Maintenance 25.84
23910 - Small Engine Mechanic 24.75
23931 - Telecommunications Mechanic I 30.17

23932 - Telecommunications Mechanic II 31.95
23950 - Telephone Lineman 34.15
23960 - Welder Combination Maintenance 19.94
23965 - Well Driller 28.16
23970 - Woodcraft Worker 28.16
23980 - Woodworker 21.53
24000 - Personal Needs Occupations
24550 - Case Manager 21.47
24570 - Child Care Attendant 14.84
24580 - Child Care Center Clerk 18.51
24610 - Chore Aide 12.94
24620 - Family Readiness And Support Services Coordinator 21.47
24630 - Homemaker 21.47
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.68
25040 - Sewage Plant Operator 32.80
25070 - Stationary Engineer 36.65
25190 - Ventilation Equipment Tender 26.42
25210 - Water Treatment Plant Operator 32.80
27000 - Protective Service Occupations
27004 - Alarm Monitor 35.75
27007 - Baggage Inspector 14.09
27008 - Corrections Officer 42.57
27010 - Court Security Officer 42.57
27030 - Detection Dog Handler 19.70
27040 - Detention Officer 42.57
27070 - Firefighter 42.57
27101 - Guard I 14.09
27102 - Guard II 19.70
27131 - Police Officer I 49.24
27132 - Police Officer II 54.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.19
28042 - Carnival Equipment Repairer 17.66
28043 - Carnival Worker 12.80
28210 - Gate Attendant/Gate Tender 16.87
28310 - Lifeguard 15.23
28350 - Park Attendant (Aide) 18.88
28510 - Recreation Aide/Health Facility Attendant 13.77
28515 - Recreation Specialist 23.38
28630 - Sports Official 15.02
28690 - Swimming Pool Operator 20.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 35.43
29020 - Hatch Tender 35.43
29030 - Line Handler 35.43
29041 - Stevedore I 35.31
29042 - Stevedore II 39.68
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.59
30021 - Archeological Technician I 24.49
30022 - Archeological Technician II 27.39
30023 - Archeological Technician III 33.92
30030 - Cartographic Technician 34.33
30040 - Civil Engineering Technician 31.22
30051 - Cryogenic Technician I 31.55
30052 - Cryogenic Technician II 34.85
30061 - Drafter/CAD Operator I 24.49
30062 - Drafter/CAD Operator II 27.39
30063 - Drafter/CAD Operator III 30.35
30064 - Drafter/CAD Operator IV 37.58
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70
30084 - Engineering Technician IV 30.60
30085 - Engineering Technician V 37.43
30086 - Engineering Technician VI 45.29
30090 - Environmental Technician 29.16
30095 - Evidence Control Specialist 28.49
30210 - Laboratory Technician 24.99
30221 - Latent Fingerprint Technician I 41.51
30222 - Latent Fingerprint Technician II 45.85
30240 - Mathematical Technician 33.80
30361 - Paralegal/Legal Assistant I 22.61
30362 - Paralegal/Legal Assistant II 28.00
30363 - Paralegal/Legal Assistant III 34.26
30364 - Paralegal/Legal Assistant IV 41.45
30375 - Petroleum Supply Specialist 34.85
30390 - Photo-Optics Technician 30.73
30395 - Radiation Control Technician 34.85
30461 - Technical Writer I 29.52
30462 - Technical Writer II 36.11
30463 - Technical Writer III 43.69
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 31.55
30502 - Weather Forecaster II 38.38
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.35
30621 - Weather Observer Senior (see 2) 33.32
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 14.36
31030 - Bus Driver 20.54

31043 - Driver Courier	14.77
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	16.10
31310 - Taxi Driver	14.65
31361 - Truckdriver Light	16.10
31362 - Truckdriver Medium	17.40
31363 - Truckdriver Heavy	24.90
31364 - Truckdriver Tractor-Trailer	24.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.23
99050 - Desk Clerk	13.52
99095 - Embalmer	28.95
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	15.64
99252 - Laboratory Animal Caretaker II	17.06
99260 - Marketing Analyst	35.57
99310 - Mortician	28.95
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	18.08
99710 - Recycling Laborer	25.99
99711 - Recycling Specialist	31.77
99730 - Refuse Collector	23.12
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	16.08
99830 - Survey Party Chief	33.64
99831 - Surveying Aide	19.95
99832 - Surveying Technician	27.37
99840 - Vending Machine Attendant	19.53
99841 - Vending Machine Repairer	22.54
99842 - Vending Machine Repairer Helper	19.53

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 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.: 2015-5627
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: California

Area: California County of Shasta

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		28.24
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.13
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		14.38
01112 - General Clerk II		15.69

01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.83
01191 - Order Clerk I	16.64
01192 - Order Clerk II	18.16
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	24.35
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	28.24
01420 - Survey Worker	23.67
01460 - Switchboard Operator/Receptionist	14.91
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.71
05010 - Automotive Electrician	21.61
05040 - Automotive Glass Installer	20.26
05070 - Automotive Worker	20.26
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter Automotive	21.61
05340 - Radiator Repair Specialist	20.26
05370 - Tire Repairer	16.48
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.34
07042 - Cook II	17.71
07070 - Dishwasher	12.12
07130 - Food Service Worker	14.33
07210 - Meat Cutter	19.33
07260 - Waiter/Waitress	11.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.95

09040 - Furniture Handler	15.95
09080 - Furniture Refinisher	24.95
09090 - Furniture Refinisher Helper	19.04
09110 - Furniture Repairer Minor	21.92
09130 - Upholsterer	24.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	14.69
11090 - Gardener	18.34
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.21
11240 - Maid or Houseman	12.70
11260 - Pruner	13.31
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	14.21
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	25.39
12011 - Breath Alcohol Technician	25.39
12012 - Certified Occupational Therapist Assistant	34.82
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	44.39
12030 - EKG Technician	38.47
12035 - Electroneurodiagnostic Technologist	38.47
12040 - Emergency Medical Technician	25.39
12071 - Licensed Practical Nurse I	22.69
12072 - Licensed Practical Nurse II	25.39
12073 - Licensed Practical Nurse III	28.30
12100 - Medical Assistant	17.08
12130 - Medical Laboratory Technician	24.78
12160 - Medical Record Clerk	23.33
12190 - Medical Record Technician	26.11
12195 - Medical Transcriptionist	23.09
12210 - Nuclear Medicine Technologist	55.78
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	20.58
12236 - Optical Technician	22.69
12250 - Pharmacy Technician	19.34
12280 - Phlebotomist	25.60
12305 - Radiologic Technologist	41.45
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		33.00
12320 - Substance Abuse Treatment Counselor		17.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		17.11
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.68
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.81
14044 - Computer Operator IV		23.12
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	25.40
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		16.68
14160 - Personal Computer Support Technician		23.12
14170 - System Support Specialist		27.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		40.02
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
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 32.55
15095 - Technical Instructor/Course Developer 40.23
15110 - Test Proctor 26.55
15120 - Tutor 26.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.87
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 24.35
21040 - Material Expediter 24.35
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.22
21110 - Shipping Packer 16.76
21130 - Shipping/Receiving Clerk 16.76
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 19.22
21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.79
23019 - Aircraft Logs and Records Technician 24.54
23021 - Aircraft Mechanic I 29.88
23022 - Aircraft Mechanic II 31.79
23023 - Aircraft Mechanic III 33.67
23040 - Aircraft Mechanic Helper 21.09
23050 - Aircraft Painter 28.09
23060 - Aircraft Servicer 24.54
23070 - Aircraft Survival Flight Equipment Technician 28.09
23080 - Aircraft Worker 26.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.88
23110 - Appliance Mechanic 27.87

23120 - Bicycle Repairer	22.28
23125 - Cable Splicer	34.38
23130 - Carpenter Maintenance	26.56
23140 - Carpet Layer	26.12
23160 - Electrician Maintenance	30.23
23181 - Electronics Technician Maintenance I	26.12
23182 - Electronics Technician Maintenance II	27.87
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	24.34
23290 - Fire Alarm System Mechanic	25.91
23310 - Fire Extinguisher Repairer	22.63
23311 - Fuel Distribution System Mechanic	29.65
23312 - Fuel Distribution System Operator	22.63
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	29.88
23381 - Ground Support Equipment Servicer	24.54
23382 - Ground Support Equipment Worker	26.33
23391 - Gunsmith I	22.63
23392 - Gunsmith II	26.12
23393 - Gunsmith III	29.65
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.98
23430 - Heavy Equipment Mechanic	31.46
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	29.65
23465 - Laboratory/Shelter Mechanic	27.87
23470 - Laborer	15.13
23510 - Locksmith	27.87
23530 - Machinery Maintenance Mechanic	28.80
23550 - Machinist Maintenance	23.10
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	29.65
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	33.41
23640 - Millwright	29.65
23710 - Office Appliance Repairer	20.46
23760 - Painter Maintenance	26.76
23790 - Pipefitter Maintenance	28.48
23810 - Plumber Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	29.65
23850 - Rigger	29.65
23870 - Scale Mechanic	26.12
23890 - Sheet-Metal Worker Maintenance	29.65
23910 - Small Engine Mechanic	25.73
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	37.16
23960 - Welder Combination Maintenance	24.02

23965 - Well Driller	29.65
23970 - Woodcraft Worker	29.65
23980 - Woodworker	22.63
24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	13.43
24580 - Child Care Center Clerk	16.75
24610 - Chore Aide	12.23
24620 - Family Readiness And Support Services Coordinator	17.40
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.65
25040 - Sewage Plant Operator	30.76
25070 - Stationary Engineer	29.65
25190 - Ventilation Equipment Tender	20.93
25210 - Water Treatment Plant Operator	30.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.36
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	28.60
27010 - Court Security Officer	28.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	28.60
27070 - Firefighter	27.95
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	51.82
27132 - Police Officer II	57.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.06
28042 - Carnival Equipment Repairer	17.37
28043 - Carnival Worker	12.13
28210 - Gate Attendant/Gate Tender	15.06
28310 - Lifeguard	13.42
28350 - Park Attendant (Aide)	16.85
28510 - Recreation Aide/Health Facility Attendant	12.30
28515 - Recreation Specialist	20.87
28630 - Sports Official	13.42
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 34.85
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 23.20
30210 - Laboratory Technician 20.88
30221 - Latent Fingerprint Technician I 25.42
30222 - Latent Fingerprint Technician II 28.07
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.45
31030 - Bus Driver 20.45
31043 - Driver Courier 15.08
31260 - Parking and Lot Attendant 13.28
31290 - Shuttle Bus Driver 16.30

31310 - Taxi Driver	14.00
31361 - Truckdriver Light	16.30
31362 - Truckdriver Medium	18.52
31363 - Truckdriver Heavy	21.95
31364 - Truckdriver Tractor-Trailer	21.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.05
99050 - Desk Clerk	11.98
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.14
99252 - Laboratory Animal Caretaker II	16.37
99260 - Marketing Analyst	29.26
99310 - Mortician	25.35
99410 - Pest Controller	22.19
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	29.03
99711 - Recycling Specialist	34.68
99730 - Refuse Collector	26.22
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	15.54
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.69
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5628
Revision No.: 11
Date Of Last Revision: 07/16/2020

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: California

Area: California County of Shasta

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		28.24
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		13.07
01042 - Customer Service Representative II		14.69
01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.13
01070 - Document Preparation Clerk		14.72

01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.38
01112 - General Clerk II	15.69
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.83
01191 - Order Clerk I	16.64
01192 - Order Clerk II	18.16
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	24.35
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	28.24
01420 - Survey Worker	23.67
01460 - Switchboard Operator/Receptionist	14.91
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.71
05010 - Automotive Electrician	21.61
05040 - Automotive Glass Installer	20.26
05070 - Automotive Worker	20.26
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter Automotive	21.61
05340 - Radiator Repair Specialist	20.26
05370 - Tire Repairer	16.48
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.34
07042 - Cook II	17.71
07070 - Dishwasher	12.12
07130 - Food Service Worker	14.33
07210 - Meat Cutter	19.33

07260 - Waiter/Waitress	11.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.95
09040 - Furniture Handler	15.95
09080 - Furniture Refinisher	24.95
09090 - Furniture Refinisher Helper	19.04
09110 - Furniture Repairer Minor	21.92
09130 - Upholsterer	24.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	14.69
11090 - Gardener	18.34
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.21
11240 - Maid or Houseman	12.70
11260 - Pruner	13.31
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	14.21
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	25.39
12011 - Breath Alcohol Technician	25.39
12012 - Certified Occupational Therapist Assistant	34.82
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	44.39
12030 - EKG Technician	38.47
12035 - Electroneurodiagnostic Technologist	38.47
12040 - Emergency Medical Technician	25.39
12071 - Licensed Practical Nurse I	22.69
12072 - Licensed Practical Nurse II	25.39
12073 - Licensed Practical Nurse III	28.30
12100 - Medical Assistant	17.08
12130 - Medical Laboratory Technician	24.78
12160 - Medical Record Clerk	23.33
12190 - Medical Record Technician	26.11
12195 - Medical Transcriptionist	23.09
12210 - Nuclear Medicine Technologist	55.78
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	20.58
12236 - Optical Technician	22.69
12250 - Pharmacy Technician	19.34
12280 - Phlebotomist	25.60
12305 - Radiologic Technologist	41.45
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		33.00
12320 - Substance Abuse Treatment Counselor		17.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		17.11
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.68
14042 - Computer Operator II		18.67
14043 - Computer Operator III		20.81
14044 - Computer Operator IV		23.12
14045 - Computer Operator V		25.61
14071 - Computer Programmer I	(see 1)	25.40
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		16.68
14160 - Personal Computer Support Technician		23.12
14170 - System Support Specialist		27.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		40.02

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 24.56
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 32.55
15095 - Technical Instructor/Course Developer 40.23
15110 - Test Proctor 26.55
15120 - Tutor 26.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.87
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 24.35
21040 - Material Expediter 24.35
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.22
21110 - Shipping Packer 16.76
21130 - Shipping/Receiving Clerk 16.76
21140 - Store Worker I 13.93
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 19.22
21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.79
23019 - Aircraft Logs and Records Technician 24.54
23021 - Aircraft Mechanic I 29.88
23022 - Aircraft Mechanic II 31.79
23023 - Aircraft Mechanic III 33.67
23040 - Aircraft Mechanic Helper 21.09
23050 - Aircraft Painter 28.09
23060 - Aircraft Servicer 24.54
23070 - Aircraft Survival Flight Equipment Technician 28.09
23080 - Aircraft Worker 26.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 29.88
II
23110 - Appliance Mechanic 27.87
23120 - Bicycle Repairer 22.28
23125 - Cable Splicer 34.38
23130 - Carpenter Maintenance 26.56
23140 - Carpet Layer 26.12
23160 - Electrician Maintenance 30.23
23181 - Electronics Technician Maintenance I 26.12
23182 - Electronics Technician Maintenance II 27.87
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 24.34
23290 - Fire Alarm System Mechanic 25.91
23310 - Fire Extinguisher Repairer 22.63
23311 - Fuel Distribution System Mechanic 29.65
23312 - Fuel Distribution System Operator 22.63
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 29.88
23381 - Ground Support Equipment Servicer 24.54
23382 - Ground Support Equipment Worker 26.33
23391 - Gunsmith I 22.63
23392 - Gunsmith II 26.12
23393 - Gunsmith III 29.65
23410 - Heating Ventilation And Air-Conditioning 25.36
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.98
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.46
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 29.65
23465 - Laboratory/Shelter Mechanic 27.87
23470 - Laborer 15.13
23510 - Locksmith 27.87
23530 - Machinery Maintenance Mechanic 28.80
23550 - Machinist Maintenance 23.10
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 29.65
23592 - Metrology Technician II 31.54
23593 - Metrology Technician III 33.41
23640 - Millwright 29.65
23710 - Office Appliance Repairer 20.46
23760 - Painter Maintenance 26.76
23790 - Pipefitter Maintenance 28.48
23810 - Plumber Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 29.65
23850 - Rigger 29.65
23870 - Scale Mechanic 26.12
23890 - Sheet-Metal Worker Maintenance 29.65
23910 - Small Engine Mechanic 25.73
23931 - Telecommunications Mechanic I 26.97

23932 - Telecommunications Mechanic II 28.53
23950 - Telephone Lineman 37.16
23960 - Welder Combination Maintenance 24.02
23965 - Well Driller 29.65
23970 - Woodcraft Worker 29.65
23980 - Woodworker 22.63
24000 - Personal Needs Occupations
24550 - Case Manager 17.40
24570 - Child Care Attendant 13.43
24580 - Child Care Center Clerk 16.75
24610 - Chore Aide 12.23
24620 - Family Readiness And Support Services Coordinator 17.40
24630 - Homemaker 17.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.65
25040 - Sewage Plant Operator 30.76
25070 - Stationary Engineer 29.65
25190 - Ventilation Equipment Tender 20.93
25210 - Water Treatment Plant Operator 30.76
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.36
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 28.60
27010 - Court Security Officer 28.60
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 28.60
27070 - Firefighter 27.95
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 51.82
27132 - Police Officer II 57.57
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.06
28042 - Carnival Equipment Repairer 17.37
28043 - Carnival Worker 12.13
28210 - Gate Attendant/Gate Tender 15.06
28310 - Lifeguard 13.42
28350 - Park Attendant (Aide) 16.85
28510 - Recreation Aide/Health Facility Attendant 12.30
28515 - Recreation Specialist 20.87
28630 - Sports Official 13.42
28690 - Swimming Pool Operator 20.05
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 34.85
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.39
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 23.20
30210 - Laboratory Technician 20.88
30221 - Latent Fingerprint Technician I 25.42
30222 - Latent Fingerprint Technician II 28.07
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 28.39
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 28.39
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or (see 2) 25.34
Surface Programs
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.45
31030 - Bus Driver 20.45

31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	16.30
31310 - Taxi Driver	14.00
31361 - Truckdriver Light	16.30
31362 - Truckdriver Medium	18.52
31363 - Truckdriver Heavy	21.95
31364 - Truckdriver Tractor-Trailer	21.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.05
99050 - Desk Clerk	11.98
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.14
99252 - Laboratory Animal Caretaker II	16.37
99260 - Marketing Analyst	29.26
99310 - Mortician	25.35
99410 - Pest Controller	22.19
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	29.03
99711 - Recycling Specialist	34.68
99730 - Refuse Collector	26.22
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	15.54
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.69
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5629
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: California

Area: California Counties of Riverside San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.14
01012 - Accounting Clerk II		18.13
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		28.97
01035 - Court Reporter		32.09
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		14.10
01112 - General Clerk II		15.39

01113 - General Clerk III	17.43
01120 - Housing Referral Assistant	22.02
01141 - Messenger Courier	14.23
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	16.61
01300 - Scheduler Maintenance	17.66
01311 - Secretary I	17.66
01312 - Secretary II	19.75
01313 - Secretary III	22.02
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	28.97
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.61
01531 - Travel Clerk I	15.96
01532 - Travel Clerk II	16.92
01533 - Travel Clerk III	17.97
01611 - Word Processor I	16.73
01612 - Word Processor II	18.79
01613 - Word Processor III	21.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.65
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22
05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	14.02
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.29
07042 - Cook II	19.07
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.25
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	12.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84

09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer Minor	17.40
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	15.06
11090 - Gardener	19.21
11122 - Housekeeping Aide	15.06
11150 - Janitor	15.06
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	13.12
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.97
12011 - Breath Alcohol Technician	23.76
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	35.04
12020 - Dental Assistant	17.45
12025 - Dental Hygienist	45.82
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic Technologist	30.80
12040 - Emergency Medical Technician	17.97
12071 - Licensed Practical Nurse I	21.68
12072 - Licensed Practical Nurse II	24.26
12073 - Licensed Practical Nurse III	27.04
12100 - Medical Assistant	15.90
12130 - Medical Laboratory Technician	25.51
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	49.75
12221 - Nursing Assistant I	13.30
12222 - Nursing Assistant II	14.95
12223 - Nursing Assistant III	16.31
12224 - Nursing Assistant IV	18.32
12235 - Optical Dispenser	17.95
12236 - Optical Technician	19.44
12250 - Pharmacy Technician	18.71
12280 - Phlebotomist	20.97
12305 - Radiologic Technologist	38.14
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III Anesthetist	48.20

12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		30.05
12320 - Substance Abuse Treatment Counselor		25.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.89
13012 - Exhibits Specialist II		29.60
13013 - Exhibits Specialist III		36.38
13041 - Illustrator I		28.69
13042 - Illustrator II		35.54
13043 - Illustrator III		43.47
13047 - Librarian		36.32
13050 - Library Aide/Clerk		16.59
13054 - Library Information Technology Systems Administrator		32.80
13058 - Library Technician		22.40
13061 - Media Specialist I		23.67
13062 - Media Specialist II		26.48
13063 - Media Specialist III		29.52
13071 - Photographer I		17.10
13072 - Photographer II		19.13
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13090 - Technical Order Library Clerk		20.19
13110 - Video Teleconference Technician		20.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.60
14042 - Computer Operator II		21.92
14043 - Computer Operator III		25.04
14044 - Computer Operator IV		27.83
14045 - Computer Operator V		30.82
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		19.60
14160 - Personal Computer Support Technician		27.83
14170 - System Support Specialist		30.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		53.56
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		22.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.35

15086 - Maintenance Test Pilot Rotary Wing 49.35
15088 - Non-Maintenance Test/Co-Pilot 49.35
15090 - Technical Instructor 24.71
15095 - Technical Instructor/Course Developer 30.22
15110 - Test Proctor 19.95
15120 - Tutor 19.95
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) 20.24
19040 - Tool And Die Maker 24.16
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.40
21030 - Material Coordinator 22.35
21040 - Material Expediter 22.35
21050 - Material Handling Laborer 16.24
21071 - Order Filler 14.37
21080 - Production Line Worker (Food Processing) 17.40
21110 - Shipping Packer 16.53
21130 - Shipping/Receiving Clerk 16.53
21140 - Store Worker I 14.60
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 17.40
21410 - Warehouse Specialist 17.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.39
23019 - Aircraft Logs and Records Technician 28.45
23021 - Aircraft Mechanic I 34.16
23022 - Aircraft Mechanic II 36.39
23023 - Aircraft Mechanic III 37.79
23040 - Aircraft Mechanic Helper 23.84
23050 - Aircraft Painter 32.31
23060 - Aircraft Servicer 28.45
23070 - Aircraft Survival Flight Equipment Technician 32.31
23080 - Aircraft Worker 30.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.16
23110 - Appliance Mechanic 22.85

23120 - Bicycle Repairer 14.38
23125 - Cable Splicer 41.84
23130 - Carpenter Maintenance 27.67
23140 - Carpet Layer 25.73
23160 - Electrician Maintenance 29.81
23181 - Electronics Technician Maintenance I 28.04
23182 - Electronics Technician Maintenance II 30.18
23183 - Electronics Technician Maintenance III 31.53
23260 - Fabric Worker 23.50
23290 - Fire Alarm System Mechanic 23.19
23310 - Fire Extinguisher Repairer 22.39
23311 - Fuel Distribution System Mechanic 32.91
23312 - Fuel Distribution System Operator 25.39
23370 - General Maintenance Worker 21.13
23380 - Ground Support Equipment Mechanic 33.87
23381 - Ground Support Equipment Servicer 28.45
23382 - Ground Support Equipment Worker 30.21
23391 - Gunsmith I 22.39
23392 - Gunsmith II 26.33
23393 - Gunsmith III 28.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.42
23430 - Heavy Equipment Mechanic 30.73
23440 - Heavy Equipment Operator 39.51
23460 - Instrument Mechanic 33.44
23465 - Laboratory/Shelter Mechanic 28.19
23470 - Laborer 14.80
23510 - Locksmith 27.03
23530 - Machinery Maintenance Mechanic 30.12
23550 - Machinist Maintenance 24.78
23580 - Maintenance Trades Helper 14.63
23591 - Metrology Technician I 33.44
23592 - Metrology Technician II 35.10
23593 - Metrology Technician III 36.44
23640 - Millwright 29.96
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 21.07
23790 - Pipefitter Maintenance 28.03
23810 - Plumber Maintenance 26.51
23820 - Pneudraulic Systems Mechanic 28.63
23850 - Rigger 28.63
23870 - Scale Mechanic 26.33
23890 - Sheet-Metal Worker Maintenance 28.42
23910 - Small Engine Mechanic 18.75
23931 - Telecommunications Mechanic I 26.92
23932 - Telecommunications Mechanic II 31.30
23950 - Telephone Lineman 25.88
23960 - Welder Combination Maintenance 19.51

23965 - Well Driller	37.50
23970 - Woodcraft Worker	28.63
23980 - Woodworker	21.59
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	12.10
24620 - Family Readiness And Support Services Coordinator	18.65
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.29
25040 - Sewage Plant Operator	33.56
25070 - Stationary Engineer	36.29
25190 - Ventilation Equipment Tender	24.96
25210 - Water Treatment Plant Operator	33.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.09
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	39.36
27010 - Court Security Officer	35.21
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	39.36
27070 - Firefighter	31.06
27101 - Guard I	13.83
27102 - Guard II	15.95
27131 - Police Officer I	43.99
27132 - Police Officer II	48.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.23
28042 - Carnival Equipment Repairer	17.80
28043 - Carnival Worker	12.19
28210 - Gate Attendant/Gate Tender	15.82
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.70
28510 - Recreation Aide/Health Facility Attendant	12.91
28515 - Recreation Specialist	21.92
28630 - Sports Official	14.09
28690 - Swimming Pool Operator	20.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.51
29020 - Hatch Tender	25.51
29030 - Line Handler	25.51
29041 - Stevedore I	23.70
29042 - Stevedore II	27.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.59

30021 - Archeological Technician I 24.64
30022 - Archeological Technician II 27.72
30023 - Archeological Technician III 34.21
30030 - Cartographic Technician 34.35
30040 - Civil Engineering Technician 30.51
30051 - Cryogenic Technician I 29.49
30052 - Cryogenic Technician II 31.97
30061 - Drafter/CAD Operator I 24.64
30062 - Drafter/CAD Operator II 27.72
30063 - Drafter/CAD Operator III 30.79
30064 - Drafter/CAD Operator IV 37.88
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70
30084 - Engineering Technician IV 30.60
30085 - Engineering Technician V 37.43
30086 - Engineering Technician VI 45.29
30090 - Environmental Technician 26.89
30095 - Evidence Control Specialist 26.14
30210 - Laboratory Technician 23.44
30221 - Latent Fingerprint Technician I 32.79
30222 - Latent Fingerprint Technician II 36.22
30240 - Mathematical Technician 37.31
30361 - Paralegal/Legal Assistant I 22.32
30362 - Paralegal/Legal Assistant II 27.64
30363 - Paralegal/Legal Assistant III 33.81
30364 - Paralegal/Legal Assistant IV 40.90
30375 - Petroleum Supply Specialist 31.97
30390 - Photo-Optics Technician 33.63
30395 - Radiation Control Technician 31.97
30461 - Technical Writer I 26.69
30462 - Technical Writer II 32.64
30463 - Technical Writer III 39.50
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 29.49
30502 - Weather Forecaster II 35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.79
30621 - Weather Observer Senior (see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 13.88
31030 - Bus Driver 20.58
31043 - Driver Courier 17.07
31260 - Parking and Lot Attendant 12.66
31290 - Shuttle Bus Driver 18.74

31310 - Taxi Driver	13.57
31361 - Truckdriver Light	18.74
31362 - Truckdriver Medium	21.82
31363 - Truckdriver Heavy	22.94
31364 - Truckdriver Tractor-Trailer	22.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.27
99050 - Desk Clerk	13.28
99095 - Embalmer	33.96
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	15.53
99252 - Laboratory Animal Caretaker II	17.05
99260 - Marketing Analyst	26.90
99310 - Mortician	33.96
99410 - Pest Controller	20.06
99510 - Photofinishing Worker	16.71
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	26.30
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	14.92
99830 - Survey Party Chief	42.35
99831 - Surveying Aide	22.38
99832 - Surveying Technician	30.61
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42

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 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.: 2015-5630
Revision No.: 14
Date Of Last Revision: 07/16/2020

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: California

Area: California Counties of Riverside San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.14
01012 - Accounting Clerk II		18.13
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		28.97
01035 - Court Reporter		32.09
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		18.83

01090 - Duplicating Machine Operator	18.83
01111 - General Clerk I	14.10
01112 - General Clerk II	15.39
01113 - General Clerk III	17.43
01120 - Housing Referral Assistant	22.02
01141 - Messenger Courier	14.23
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	16.61
01300 - Scheduler Maintenance	17.66
01311 - Secretary I	17.66
01312 - Secretary II	19.75
01313 - Secretary III	22.02
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	28.97
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.61
01531 - Travel Clerk I	15.96
01532 - Travel Clerk II	16.92
01533 - Travel Clerk III	17.97
01611 - Word Processor I	16.73
01612 - Word Processor II	18.79
01613 - Word Processor III	21.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.65
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22
05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	14.02
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.29
07042 - Cook II	19.07
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.25
07210 - Meat Cutter	18.88

07260 - Waiter/Waitress	12.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer Minor	17.40
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	15.06
11090 - Gardener	19.21
11122 - Housekeeping Aide	15.06
11150 - Janitor	15.06
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	13.12
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.97
12011 - Breath Alcohol Technician	23.76
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	35.04
12020 - Dental Assistant	17.45
12025 - Dental Hygienist	45.82
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic Technologist	30.80
12040 - Emergency Medical Technician	17.97
12071 - Licensed Practical Nurse I	21.68
12072 - Licensed Practical Nurse II	24.26
12073 - Licensed Practical Nurse III	27.04
12100 - Medical Assistant	15.90
12130 - Medical Laboratory Technician	25.51
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	49.75
12221 - Nursing Assistant I	13.30
12222 - Nursing Assistant II	14.95
12223 - Nursing Assistant III	16.31
12224 - Nursing Assistant IV	18.32
12235 - Optical Dispenser	17.95
12236 - Optical Technician	19.44
12250 - Pharmacy Technician	18.71
12280 - Phlebotomist	20.97
12305 - Radiologic Technologist	38.14
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49

12313 - Registered Nurse II Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		30.05
12320 - Substance Abuse Treatment Counselor		25.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.89
13012 - Exhibits Specialist II		29.60
13013 - Exhibits Specialist III		36.38
13041 - Illustrator I		28.69
13042 - Illustrator II		35.54
13043 - Illustrator III		43.47
13047 - Librarian		36.32
13050 - Library Aide/Clerk		16.59
13054 - Library Information Technology Systems Administrator		32.80
13058 - Library Technician		22.40
13061 - Media Specialist I		23.67
13062 - Media Specialist II		26.48
13063 - Media Specialist III		29.52
13071 - Photographer I		17.10
13072 - Photographer II		19.13
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13090 - Technical Order Library Clerk		20.19
13110 - Video Teleconference Technician		20.19
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.60
14042 - Computer Operator II		21.92
14043 - Computer Operator III		25.04
14044 - Computer Operator IV		27.83
14045 - Computer Operator V		30.82
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		19.60
14160 - Personal Computer Support Technician		27.83
14170 - System Support Specialist		30.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		53.56

15070 - Flight Instructor (Pilot) 50.37
15080 - Graphic Artist 22.59
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.35
15086 - Maintenance Test Pilot Rotary Wing 49.35
15088 - Non-Maintenance Test/Co-Pilot 49.35
15090 - Technical Instructor 24.71
15095 - Technical Instructor/Course Developer 30.22
15110 - Test Proctor 19.95
15120 - Tutor 19.95
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) 20.24
19040 - Tool And Die Maker 24.16
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.40
21030 - Material Coordinator 22.35
21040 - Material Expediter 22.35
21050 - Material Handling Laborer 16.24
21071 - Order Filler 14.37
21080 - Production Line Worker (Food Processing) 17.40
21110 - Shipping Packer 16.53
21130 - Shipping/Receiving Clerk 16.53
21140 - Store Worker I 14.60
21150 - Stock Clerk 18.20
21210 - Tools And Parts Attendant 17.40
21410 - Warehouse Specialist 17.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.39
23019 - Aircraft Logs and Records Technician 28.45
23021 - Aircraft Mechanic I 34.16
23022 - Aircraft Mechanic II 36.39
23023 - Aircraft Mechanic III 37.79
23040 - Aircraft Mechanic Helper 23.84
23050 - Aircraft Painter 32.31
23060 - Aircraft Servicer 28.45
23070 - Aircraft Survival Flight Equipment Technician 32.31
23080 - Aircraft Worker 30.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.21

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.16
23110 - Appliance Mechanic 22.85
23120 - Bicycle Repairer 14.38
23125 - Cable Splicer 41.84
23130 - Carpenter Maintenance 27.67
23140 - Carpet Layer 25.73
23160 - Electrician Maintenance 29.81
23181 - Electronics Technician Maintenance I 28.04
23182 - Electronics Technician Maintenance II 30.18
23183 - Electronics Technician Maintenance III 31.53
23260 - Fabric Worker 23.50
23290 - Fire Alarm System Mechanic 23.19
23310 - Fire Extinguisher Repairer 22.39
23311 - Fuel Distribution System Mechanic 32.91
23312 - Fuel Distribution System Operator 25.39
23370 - General Maintenance Worker 21.13
23380 - Ground Support Equipment Mechanic 33.87
23381 - Ground Support Equipment Servicer 28.45
23382 - Ground Support Equipment Worker 30.21
23391 - Gunsmith I 22.39
23392 - Gunsmith II 26.33
23393 - Gunsmith III 28.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.42
23430 - Heavy Equipment Mechanic 30.73
23440 - Heavy Equipment Operator 39.51
23460 - Instrument Mechanic 33.44
23465 - Laboratory/Shelter Mechanic 28.19
23470 - Laborer 14.80
23510 - Locksmith 27.03
23530 - Machinery Maintenance Mechanic 30.12
23550 - Machinist Maintenance 24.78
23580 - Maintenance Trades Helper 14.63
23591 - Metrology Technician I 33.44
23592 - Metrology Technician II 35.10
23593 - Metrology Technician III 36.44
23640 - Millwright 29.96
23710 - Office Appliance Repairer 20.06
23760 - Painter Maintenance 21.07
23790 - Pipefitter Maintenance 28.03
23810 - Plumber Maintenance 26.51
23820 - Pneudraulic Systems Mechanic 28.63
23850 - Rigger 28.63
23870 - Scale Mechanic 26.33
23890 - Sheet-Metal Worker Maintenance 28.42
23910 - Small Engine Mechanic 18.75
23931 - Telecommunications Mechanic I 26.92

23932 - Telecommunications Mechanic II 31.30
23950 - Telephone Lineman 25.88
23960 - Welder Combination Maintenance 19.51
23965 - Well Driller 37.50
23970 - Woodcraft Worker 28.63
23980 - Woodworker 21.59
24000 - Personal Needs Occupations
24550 - Case Manager 18.65
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.40
24610 - Chore Aide 12.10
24620 - Family Readiness And Support Services Coordinator 18.65
24630 - Homemaker 18.65
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.29
25040 - Sewage Plant Operator 33.56
25070 - Stationary Engineer 36.29
25190 - Ventilation Equipment Tender 24.96
25210 - Water Treatment Plant Operator 33.56
27000 - Protective Service Occupations
27004 - Alarm Monitor 30.09
27007 - Baggage Inspector 13.83
27008 - Corrections Officer 39.36
27010 - Court Security Officer 35.21
27030 - Detection Dog Handler 15.95
27040 - Detention Officer 39.36
27070 - Firefighter 31.06
27101 - Guard I 13.83
27102 - Guard II 15.95
27131 - Police Officer I 43.99
27132 - Police Officer II 48.89
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.23
28042 - Carnival Equipment Repairer 17.80
28043 - Carnival Worker 12.19
28210 - Gate Attendant/Gate Tender 15.82
28310 - Lifeguard 13.10
28350 - Park Attendant (Aide) 17.70
28510 - Recreation Aide/Health Facility Attendant 12.91
28515 - Recreation Specialist 21.92
28630 - Sports Official 14.09
28690 - Swimming Pool Operator 20.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.51
29020 - Hatch Tender 25.51
29030 - Line Handler 25.51
29041 - Stevedore I 23.70
29042 - Stevedore II 27.33
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.59
30021 - Archeological Technician I 24.64
30022 - Archeological Technician II 27.72
30023 - Archeological Technician III 34.21
30030 - Cartographic Technician 34.35
30040 - Civil Engineering Technician 30.51
30051 - Cryogenic Technician I 29.49
30052 - Cryogenic Technician II 31.97
30061 - Drafter/CAD Operator I 24.64
30062 - Drafter/CAD Operator II 27.72
30063 - Drafter/CAD Operator III 30.79
30064 - Drafter/CAD Operator IV 37.88
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70
30084 - Engineering Technician IV 30.60
30085 - Engineering Technician V 37.43
30086 - Engineering Technician VI 45.29
30090 - Environmental Technician 26.89
30095 - Evidence Control Specialist 26.14
30210 - Laboratory Technician 23.44
30221 - Latent Fingerprint Technician I 32.79
30222 - Latent Fingerprint Technician II 36.22
30240 - Mathematical Technician 37.31
30361 - Paralegal/Legal Assistant I 22.32
30362 - Paralegal/Legal Assistant II 27.64
30363 - Paralegal/Legal Assistant III 33.81
30364 - Paralegal/Legal Assistant IV 40.90
30375 - Petroleum Supply Specialist 31.97
30390 - Photo-Optics Technician 33.63
30395 - Radiation Control Technician 31.97
30461 - Technical Writer I 26.69
30462 - Technical Writer II 32.64
30463 - Technical Writer III 39.50
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 29.49
30502 - Weather Forecaster II 35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.79
30621 - Weather Observer Senior (see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 13.88
31030 - Bus Driver 20.58

31043 - Driver Courier	17.07
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	13.57
31361 - Truckdriver Light	18.74
31362 - Truckdriver Medium	21.82
31363 - Truckdriver Heavy	22.94
31364 - Truckdriver Tractor-Trailer	22.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.27
99050 - Desk Clerk	13.28
99095 - Embalmer	33.96
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	15.53
99252 - Laboratory Animal Caretaker II	17.05
99260 - Marketing Analyst	26.90
99310 - Mortician	33.96
99410 - Pest Controller	20.06
99510 - Photofinishing Worker	16.71
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	26.30
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	14.92
99830 - Survey Party Chief	42.35
99831 - Surveying Aide	22.38
99832 - Surveying Technician	30.61
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42

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 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.: 2015-5631
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: California

Area: California Counties of El Dorado Placer Sacramento Yolo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.14
01012 - Accounting Clerk II		19.24
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		30.11
01035 - Court Reporter		33.77
01041 - Customer Service Representative I		14.78
01042 - Customer Service Representative II		16.63
01043 - Customer Service Representative III		18.14
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.94
01070 - Document Preparation Clerk		19.58
01090 - Duplicating Machine Operator		19.58
01111 - General Clerk I		14.44
01112 - General Clerk II		15.75

01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	16.10
01191 - Order Clerk I	18.25
01192 - Order Clerk II	19.91
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.89
01263 - Personnel Assistant (Employment) III	22.17
01270 - Production Control Clerk	23.46
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.65
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.82
01410 - Supply Technician	30.11
01420 - Survey Worker	23.12
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	18.47
01532 - Travel Clerk II	19.88
01533 - Travel Clerk III	21.37
01611 - Word Processor I	17.12
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.08
05010 - Automotive Electrician	22.77
05040 - Automotive Glass Installer	21.37
05070 - Automotive Worker	21.37
05110 - Mobile Equipment Servicer	18.58
05130 - Motor Equipment Metal Mechanic	24.17
05160 - Motor Equipment Metal Worker	21.37
05190 - Motor Vehicle Mechanic	24.17
05220 - Motor Vehicle Mechanic Helper	17.18
05250 - Motor Vehicle Upholstery Worker	19.96
05280 - Motor Vehicle Wrecker	21.37
05310 - Painter Automotive	22.77
05340 - Radiator Repair Specialist	21.37
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	24.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	16.74
07042 - Cook II	19.25
07070 - Dishwasher	11.97
07130 - Food Service Worker	12.40
07210 - Meat Cutter	19.39
07260 - Waiter/Waitress	12.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.24

09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.97
11060 - Elevator Operator	14.72
11090 - Gardener	21.51
11122 - Housekeeping Aide	14.72
11150 - Janitor	14.72
11210 - Laborer Grounds Maintenance	16.61
11240 - Maid or Houseman	13.87
11260 - Pruner	15.03
11270 - Tractor Operator	19.90
11330 - Trail Maintenance Worker	16.61
11360 - Window Cleaner	16.26
12000 - Health Occupations	
12010 - Ambulance Driver	25.98
12011 - Breath Alcohol Technician	25.36
12012 - Certified Occupational Therapist Assistant	41.38
12015 - Certified Physical Therapist Assistant	36.42
12020 - Dental Assistant	21.18
12025 - Dental Hygienist	49.64
12030 - EKG Technician	37.29
12035 - Electroneurodiagnostic Technologist	37.29
12040 - Emergency Medical Technician	25.98
12071 - Licensed Practical Nurse I	22.67
12072 - Licensed Practical Nurse II	25.36
12073 - Licensed Practical Nurse III	28.28
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	29.99
12160 - Medical Record Clerk	23.47
12190 - Medical Record Technician	26.25
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine Technologist	61.80
12221 - Nursing Assistant I	13.18
12222 - Nursing Assistant II	14.82
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	19.42
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	20.96
12280 - Phlebotomist	23.62
12305 - Radiologic Technologist	47.55
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		32.87
12320 - Substance Abuse Treatment Counselor		20.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		25.93
13042 - Illustrator II		32.12
13043 - Illustrator III		39.28
13047 - Librarian		36.92
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		33.35
13058 - Library Technician		21.21
13061 - Media Specialist I		24.06
13062 - Media Specialist II		26.91
13063 - Media Specialist III		30.01
13071 - Photographer I		18.22
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		19.42
13110 - Video Teleconference Technician		22.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.50
14042 - Computer Operator II		19.58
14043 - Computer Operator III		21.82
14044 - Computer Operator IV		24.25
14045 - Computer Operator V		26.86
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		17.50
14160 - Personal Computer Support Technician		24.25
14170 - System Support Specialist		37.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		43.58
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		26.93
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.79

15086 - Maintenance Test Pilot Rotary Wing 45.79
15088 - Non-Maintenance Test/Co-Pilot 45.79
15090 - Technical Instructor 30.17
15095 - Technical Instructor/Course Developer 36.90
15110 - Test Proctor 24.35
15120 - Tutor 24.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 27.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.23
21030 - Material Coordinator 23.46
21040 - Material Expediter 23.46
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.23
21110 - Shipping Packer 17.54
21130 - Shipping/Receiving Clerk 17.54
21140 - Store Worker I 14.37
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 19.23
21410 - Warehouse Specialist 19.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.77
23019 - Aircraft Logs and Records Technician 28.73
23021 - Aircraft Mechanic I 34.79
23022 - Aircraft Mechanic II 36.77
23023 - Aircraft Mechanic III 38.80
23040 - Aircraft Mechanic Helper 24.73
23050 - Aircraft Painter 32.77
23060 - Aircraft Servicer 28.73
23070 - Aircraft Survival Flight Equipment Technician 32.77
23080 - Aircraft Worker 30.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.79
23110 - Appliance Mechanic 22.60

23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	37.82
23130 - Carpenter Maintenance	26.47
23140 - Carpet Layer	23.93
23160 - Electrician Maintenance	31.50
23181 - Electronics Technician Maintenance I	30.80
23182 - Electronics Technician Maintenance II	32.82
23183 - Electronics Technician Maintenance III	34.84
23260 - Fabric Worker	24.82
23290 - Fire Alarm System Mechanic	24.52
23310 - Fire Extinguisher Repairer	23.09
23311 - Fuel Distribution System Mechanic	29.90
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	34.79
23381 - Ground Support Equipment Servicer	28.73
23382 - Ground Support Equipment Worker	30.75
23391 - Gunsmith I	23.09
23392 - Gunsmith II	26.54
23393 - Gunsmith III	30.03
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.62
23430 - Heavy Equipment Mechanic	30.35
23440 - Heavy Equipment Operator	32.83
23460 - Instrument Mechanic	33.81
23465 - Laboratory/Shelter Mechanic	28.30
23470 - Laborer	15.13
23510 - Locksmith	24.92
23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist Maintenance	22.74
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	33.81
23592 - Metrology Technician II	35.74
23593 - Metrology Technician III	37.71
23640 - Millwright	37.91
23710 - Office Appliance Repairer	22.99
23760 - Painter Maintenance	21.78
23790 - Pipefitter Maintenance	29.33
23810 - Plumber Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	29.15
23850 - Rigger	30.03
23870 - Scale Mechanic	26.54
23890 - Sheet-Metal Worker Maintenance	31.56
23910 - Small Engine Mechanic	22.14
23931 - Telecommunications Mechanic I	31.22
23932 - Telecommunications Mechanic II	33.00
23950 - Telephone Lineman	27.92
23960 - Welder Combination Maintenance	22.92

23965 - Well Driller 30.17
23970 - Woodcraft Worker 30.03
23980 - Woodworker 22.40
24000 - Personal Needs Occupations
24550 - Case Manager 21.69
24570 - Child Care Attendant 13.01
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 12.54
24620 - Family Readiness And Support Services Coordinator 21.69
24630 - Homemaker 21.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.84
25040 - Sewage Plant Operator 34.97
25070 - Stationary Engineer 34.84
25190 - Ventilation Equipment Tender 24.78
25210 - Water Treatment Plant Operator 34.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 31.89
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 38.40
27010 - Court Security Officer 37.26
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 38.40
27070 - Firefighter 34.82
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 42.32
27132 - Police Officer II 47.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.30
28042 - Carnival Equipment Repairer 17.63
28043 - Carnival Worker 12.32
28210 - Gate Attendant/Gate Tender 15.45
28310 - Lifeguard 14.12
28350 - Park Attendant (Aide) 17.28
28510 - Recreation Aide/Health Facility Attendant 12.62
28515 - Recreation Specialist 21.42
28630 - Sports Official 13.77
28690 - Swimming Pool Operator 20.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.23
29020 - Hatch Tender 34.23
29030 - Line Handler 34.23
29041 - Stevedore I 31.99
29042 - Stevedore II 36.49
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.01

30021 - Archeological Technician I		21.84
30022 - Archeological Technician II		24.43
30023 - Archeological Technician III		30.27
30030 - Cartographic Technician		30.27
30040 - Civil Engineering Technician		33.72
30051 - Cryogenic Technician I		33.52
30052 - Cryogenic Technician II		37.02
30061 - Drafter/CAD Operator I		21.84
30062 - Drafter/CAD Operator II		24.43
30063 - Drafter/CAD Operator III		27.24
30064 - Drafter/CAD Operator IV		33.52
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.20
30086 - Engineering Technician VI		38.82
30090 - Environmental Technician		24.96
30095 - Evidence Control Specialist		30.27
30210 - Laboratory Technician		23.61
30221 - Latent Fingerprint Technician I		39.48
30222 - Latent Fingerprint Technician II		43.60
30240 - Mathematical Technician		33.30
30361 - Paralegal/Legal Assistant I		20.81
30362 - Paralegal/Legal Assistant II		25.99
30363 - Paralegal/Legal Assistant III		31.79
30364 - Paralegal/Legal Assistant IV		38.47
30375 - Petroleum Supply Specialist		37.02
30390 - Photo-Optics Technician		30.27
30395 - Radiation Control Technician		37.02
30461 - Technical Writer I		26.21
30462 - Technical Writer II		32.06
30463 - Technical Writer III		38.79
30491 - Unexploded Ordnance (UXO) Technician I		27.63
30492 - Unexploded Ordnance (UXO) Technician II		33.43
30493 - Unexploded Ordnance (UXO) Technician III		40.06
30494 - Unexploded (UXO) Safety Escort		27.63
30495 - Unexploded (UXO) Sweep Personnel		27.63
30501 - Weather Forecaster I		33.52
30502 - Weather Forecaster II		40.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.24
30621 - Weather Observer Senior	(see 2)	30.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.43
31020 - Bus Aide		17.14
31030 - Bus Driver		23.85
31043 - Driver Courier		15.88
31260 - Parking and Lot Attendant		12.41
31290 - Shuttle Bus Driver		17.17

31310 - Taxi Driver	14.00
31361 - Truckdriver Light	17.17
31362 - Truckdriver Medium	18.52
31363 - Truckdriver Heavy	23.17
31364 - Truckdriver Tractor-Trailer	23.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.30
99030 - Cashier	12.76
99050 - Desk Clerk	12.76
99095 - Embalmer	27.63
99130 - Flight Follower	27.63
99251 - Laboratory Animal Caretaker I	15.50
99252 - Laboratory Animal Caretaker II	16.76
99260 - Marketing Analyst	30.59
99310 - Mortician	27.63
99410 - Pest Controller	18.28
99510 - Photofinishing Worker	15.67
99710 - Recycling Laborer	24.85
99711 - Recycling Specialist	29.76
99730 - Refuse Collector	22.49
99810 - Sales Clerk	12.81
99820 - School Crossing Guard	17.04
99830 - Survey Party Chief	47.76
99831 - Surveying Aide	25.93
99832 - Surveying Technician	35.60
99840 - Vending Machine Attendant	16.50
99841 - Vending Machine Repairer	20.34
99842 - Vending Machine Repairer Helper	16.50

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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-5632
Revision No.: 12
Date Of Last Revision: 07/16/2020

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: California

Area: California Counties of El Dorado Placer Sacramento Yolo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.14
01012 - Accounting Clerk II		19.24
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		30.11
01035 - Court Reporter		33.77
01041 - Customer Service Representative I		14.78
01042 - Customer Service Representative II		16.63
01043 - Customer Service Representative III		18.14
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.94
01070 - Document Preparation Clerk		19.58

01090 - Duplicating Machine Operator	19.58
01111 - General Clerk I	14.44
01112 - General Clerk II	15.75
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	16.10
01191 - Order Clerk I	18.25
01192 - Order Clerk II	19.91
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.89
01263 - Personnel Assistant (Employment) III	22.17
01270 - Production Control Clerk	23.46
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.65
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.82
01410 - Supply Technician	30.11
01420 - Survey Worker	23.12
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	18.47
01532 - Travel Clerk II	19.88
01533 - Travel Clerk III	21.37
01611 - Word Processor I	17.12
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.08
05010 - Automotive Electrician	22.77
05040 - Automotive Glass Installer	21.37
05070 - Automotive Worker	21.37
05110 - Mobile Equipment Servicer	18.58
05130 - Motor Equipment Metal Mechanic	24.17
05160 - Motor Equipment Metal Worker	21.37
05190 - Motor Vehicle Mechanic	24.17
05220 - Motor Vehicle Mechanic Helper	17.18
05250 - Motor Vehicle Upholstery Worker	19.96
05280 - Motor Vehicle Wrecker	21.37
05310 - Painter Automotive	22.77
05340 - Radiator Repair Specialist	21.37
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	24.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	16.74
07042 - Cook II	19.25
07070 - Dishwasher	11.97
07130 - Food Service Worker	12.40
07210 - Meat Cutter	19.39

07260 - Waiter/Waitress	12.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.24
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.97
11060 - Elevator Operator	14.72
11090 - Gardener	21.51
11122 - Housekeeping Aide	14.72
11150 - Janitor	14.72
11210 - Laborer Grounds Maintenance	16.61
11240 - Maid or Houseman	13.87
11260 - Pruner	15.03
11270 - Tractor Operator	19.90
11330 - Trail Maintenance Worker	16.61
11360 - Window Cleaner	16.26
12000 - Health Occupations	
12010 - Ambulance Driver	25.98
12011 - Breath Alcohol Technician	25.36
12012 - Certified Occupational Therapist Assistant	41.38
12015 - Certified Physical Therapist Assistant	36.42
12020 - Dental Assistant	21.18
12025 - Dental Hygienist	49.64
12030 - EKG Technician	37.29
12035 - Electroneurodiagnostic Technologist	37.29
12040 - Emergency Medical Technician	25.98
12071 - Licensed Practical Nurse I	22.67
12072 - Licensed Practical Nurse II	25.36
12073 - Licensed Practical Nurse III	28.28
12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	29.99
12160 - Medical Record Clerk	23.47
12190 - Medical Record Technician	26.25
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine Technologist	61.80
12221 - Nursing Assistant I	13.18
12222 - Nursing Assistant II	14.82
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	19.42
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	20.96
12280 - Phlebotomist	23.62
12305 - Radiologic Technologist	47.55
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		32.87
12320 - Substance Abuse Treatment Counselor		20.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		25.93
13042 - Illustrator II		32.12
13043 - Illustrator III		39.28
13047 - Librarian		36.92
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		33.35
13058 - Library Technician		21.21
13061 - Media Specialist I		24.06
13062 - Media Specialist II		26.91
13063 - Media Specialist III		30.01
13071 - Photographer I		18.22
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		19.42
13110 - Video Teleconference Technician		22.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.50
14042 - Computer Operator II		19.58
14043 - Computer Operator III		21.82
14044 - Computer Operator IV		24.25
14045 - Computer Operator V		26.86
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		17.50
14160 - Personal Computer Support Technician		24.25
14170 - System Support Specialist		37.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		43.58

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 26.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.79
15086 - Maintenance Test Pilot Rotary Wing 45.79
15088 - Non-Maintenance Test/Co-Pilot 45.79
15090 - Technical Instructor 30.17
15095 - Technical Instructor/Course Developer 36.90
15110 - Test Proctor 24.35
15120 - Tutor 24.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.24
19040 - Tool And Die Maker 27.64
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.23
21030 - Material Coordinator 23.46
21040 - Material Expediter 23.46
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.23
21110 - Shipping Packer 17.54
21130 - Shipping/Receiving Clerk 17.54
21140 - Store Worker I 14.37
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 19.23
21410 - Warehouse Specialist 19.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.77
23019 - Aircraft Logs and Records Technician 28.73
23021 - Aircraft Mechanic I 34.79
23022 - Aircraft Mechanic II 36.77
23023 - Aircraft Mechanic III 38.80
23040 - Aircraft Mechanic Helper 24.73
23050 - Aircraft Painter 32.77
23060 - Aircraft Servicer 28.73
23070 - Aircraft Survival Flight Equipment Technician 32.77
23080 - Aircraft Worker 30.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.79
23110 - Appliance Mechanic 22.60
23120 - Bicycle Repairer 18.13
23125 - Cable Splicer 37.82
23130 - Carpenter Maintenance 26.47
23140 - Carpet Layer 23.93
23160 - Electrician Maintenance 31.50
23181 - Electronics Technician Maintenance I 30.80
23182 - Electronics Technician Maintenance II 32.82
23183 - Electronics Technician Maintenance III 34.84
23260 - Fabric Worker 24.82
23290 - Fire Alarm System Mechanic 24.52
23310 - Fire Extinguisher Repairer 23.09
23311 - Fuel Distribution System Mechanic 29.90
23312 - Fuel Distribution System Operator 22.98
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 34.79
23381 - Ground Support Equipment Servicer 28.73
23382 - Ground Support Equipment Worker 30.75
23391 - Gunsmith I 23.09
23392 - Gunsmith II 26.54
23393 - Gunsmith III 30.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.62
23430 - Heavy Equipment Mechanic 30.35
23440 - Heavy Equipment Operator 32.83
23460 - Instrument Mechanic 33.81
23465 - Laboratory/Shelter Mechanic 28.30
23470 - Laborer 15.13
23510 - Locksmith 24.92
23530 - Machinery Maintenance Mechanic 31.99
23550 - Machinist Maintenance 22.74
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 33.81
23592 - Metrology Technician II 35.74
23593 - Metrology Technician III 37.71
23640 - Millwright 37.91
23710 - Office Appliance Repairer 22.99
23760 - Painter Maintenance 21.78
23790 - Pipefitter Maintenance 29.33
23810 - Plumber Maintenance 27.63
23820 - Pneudraulic Systems Mechanic 29.15
23850 - Rigger 30.03
23870 - Scale Mechanic 26.54
23890 - Sheet-Metal Worker Maintenance 31.56
23910 - Small Engine Mechanic 22.14
23931 - Telecommunications Mechanic I 31.22

23932 - Telecommunications Mechanic II 33.00
23950 - Telephone Lineman 27.92
23960 - Welder Combination Maintenance 22.92
23965 - Well Driller 30.17
23970 - Woodcraft Worker 30.03
23980 - Woodworker 22.40
24000 - Personal Needs Occupations
24550 - Case Manager 21.69
24570 - Child Care Attendant 13.01
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 12.54
24620 - Family Readiness And Support Services Coordinator 21.69
24630 - Homemaker 21.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.84
25040 - Sewage Plant Operator 34.97
25070 - Stationary Engineer 34.84
25190 - Ventilation Equipment Tender 24.78
25210 - Water Treatment Plant Operator 34.97
27000 - Protective Service Occupations
27004 - Alarm Monitor 31.89
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 38.40
27010 - Court Security Officer 37.26
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 38.40
27070 - Firefighter 34.82
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 42.32
27132 - Police Officer II 47.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.30
28042 - Carnival Equipment Repairer 17.63
28043 - Carnival Worker 12.32
28210 - Gate Attendant/Gate Tender 15.45
28310 - Lifeguard 14.12
28350 - Park Attendant (Aide) 17.28
28510 - Recreation Aide/Health Facility Attendant 12.62
28515 - Recreation Specialist 21.42
28630 - Sports Official 13.77
28690 - Swimming Pool Operator 20.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.23
29020 - Hatch Tender 34.23
29030 - Line Handler 34.23
29041 - Stevedore I 31.99
29042 - Stevedore II 36.49
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.98
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.01
30021 - Archeological Technician I 21.84
30022 - Archeological Technician II 24.43
30023 - Archeological Technician III 30.27
30030 - Cartographic Technician 30.27
30040 - Civil Engineering Technician 33.72
30051 - Cryogenic Technician I 33.52
30052 - Cryogenic Technician II 37.02
30061 - Drafter/CAD Operator I 21.84
30062 - Drafter/CAD Operator II 24.43
30063 - Drafter/CAD Operator III 27.24
30064 - Drafter/CAD Operator IV 33.52
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 24.96
30095 - Evidence Control Specialist 30.27
30210 - Laboratory Technician 23.61
30221 - Latent Fingerprint Technician I 39.48
30222 - Latent Fingerprint Technician II 43.60
30240 - Mathematical Technician 33.30
30361 - Paralegal/Legal Assistant I 20.81
30362 - Paralegal/Legal Assistant II 25.99
30363 - Paralegal/Legal Assistant III 31.79
30364 - Paralegal/Legal Assistant IV 38.47
30375 - Petroleum Supply Specialist 37.02
30390 - Photo-Optics Technician 30.27
30395 - Radiation Control Technician 37.02
30461 - Technical Writer I 26.21
30462 - Technical Writer II 32.06
30463 - Technical Writer III 38.79
30491 - Unexploded Ordnance (UXO) Technician I 27.63
30492 - Unexploded Ordnance (UXO) Technician II 33.43
30493 - Unexploded Ordnance (UXO) Technician III 40.06
30494 - Unexploded (UXO) Safety Escort 27.63
30495 - Unexploded (UXO) Sweep Personnel 27.63
30501 - Weather Forecaster I 33.52
30502 - Weather Forecaster II 40.77
30620 - Weather Observer Combined Upper Air Or (see 2) 27.24
Surface Programs
30621 - Weather Observer Senior (see 2) 30.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.43
31020 - Bus Aide 17.14
31030 - Bus Driver 23.85

31043 - Driver Courier	15.88
31260 - Parking and Lot Attendant	12.41
31290 - Shuttle Bus Driver	17.17
31310 - Taxi Driver	14.00
31361 - Truckdriver Light	17.17
31362 - Truckdriver Medium	18.52
31363 - Truckdriver Heavy	23.17
31364 - Truckdriver Tractor-Trailer	23.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.30
99030 - Cashier	12.76
99050 - Desk Clerk	12.76
99095 - Embalmer	27.63
99130 - Flight Follower	27.63
99251 - Laboratory Animal Caretaker I	15.50
99252 - Laboratory Animal Caretaker II	16.76
99260 - Marketing Analyst	30.59
99310 - Mortician	27.63
99410 - Pest Controller	18.28
99510 - Photofinishing Worker	15.67
99710 - Recycling Laborer	24.85
99711 - Recycling Specialist	29.76
99730 - Refuse Collector	22.49
99810 - Sales Clerk	12.81
99820 - School Crossing Guard	17.04
99830 - Survey Party Chief	47.76
99831 - Surveying Aide	25.93
99832 - Surveying Technician	35.60
99840 - Vending Machine Attendant	16.50
99841 - Vending Machine Repairer	20.34
99842 - Vending Machine Repairer Helper	16.50

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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service 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.: 2015-5633
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: California

Area: California County of Monterey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.74
01012 - Accounting Clerk II		21.04
01013 - Accounting Clerk III		23.54
01020 - Administrative Assistant		29.49
01035 - Court Reporter		21.19
01041 - Customer Service Representative I		15.06
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		18.48
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.57
01060 - Dispatcher Motor Vehicle		20.67
01070 - Document Preparation Clerk		16.96
01090 - Duplicating Machine Operator		16.38
01111 - General Clerk I		16.58
01112 - General Clerk II		18.00

01113 - General Clerk III	20.31
01120 - Housing Referral Assistant	23.96
01141 - Messenger Courier	15.94
01191 - Order Clerk I	16.88
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	19.33
01262 - Personnel Assistant (Employment) II	21.63
01263 - Personnel Assistant (Employment) III	24.11
01270 - Production Control Clerk	26.42
01290 - Rental Clerk	16.25
01300 - Scheduler Maintenance	19.25
01311 - Secretary I	19.25
01312 - Secretary II	21.45
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	29.49
01420 - Survey Worker	28.41
01460 - Switchboard Operator/Receptionist	15.93
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.19
01611 - Word Processor I	16.87
01612 - Word Processor II	18.94
01613 - Word Processor III	21.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	30.11
05010 - Automotive Electrician	24.02
05040 - Automotive Glass Installer	22.93
05070 - Automotive Worker	22.93
05110 - Mobile Equipment Servicer	20.47
05130 - Motor Equipment Metal Mechanic	25.30
05160 - Motor Equipment Metal Worker	22.93
05190 - Motor Vehicle Mechanic	25.19
05220 - Motor Vehicle Mechanic Helper	19.31
05250 - Motor Vehicle Upholstery Worker	21.76
05280 - Motor Vehicle Wrecker	22.93
05310 - Painter Automotive	24.12
05340 - Radiator Repair Specialist	22.93
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	25.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	17.62
07042 - Cook II	19.65
07070 - Dishwasher	12.59
07130 - Food Service Worker	14.01
07210 - Meat Cutter	20.06
07260 - Waiter/Waitress	12.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.16

09040 - Furniture Handler	19.87
09080 - Furniture Refinisher	28.16
09090 - Furniture Refinisher Helper	22.64
09110 - Furniture Repairer Minor	25.40
09130 - Upholsterer	28.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.38
11060 - Elevator Operator	15.27
11090 - Gardener	20.67
11122 - Housekeeping Aide	15.27
11150 - Janitor	15.27
11210 - Laborer Grounds Maintenance	17.11
11240 - Maid or Houseman	14.86
11260 - Pruner	15.94
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	17.11
11360 - Window Cleaner	16.40
12000 - Health Occupations	
12010 - Ambulance Driver	28.62
12011 - Breath Alcohol Technician	28.62
12012 - Certified Occupational Therapist Assistant	35.81
12015 - Certified Physical Therapist Assistant	33.55
12020 - Dental Assistant	20.99
12025 - Dental Hygienist	51.67
12030 - EKG Technician	38.83
12035 - Electroneurodiagnostic Technologist	38.83
12040 - Emergency Medical Technician	28.62
12071 - Licensed Practical Nurse I	23.46
12072 - Licensed Practical Nurse II	26.25
12073 - Licensed Practical Nurse III	29.25
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	30.98
12160 - Medical Record Clerk	22.36
12190 - Medical Record Technician	25.03
12195 - Medical Transcriptionist	25.65
12210 - Nuclear Medicine Technologist	57.35
12221 - Nursing Assistant I	13.89
12222 - Nursing Assistant II	15.62
12223 - Nursing Assistant III	17.05
12224 - Nursing Assistant IV	19.14
12235 - Optical Dispenser	19.34
12236 - Optical Technician	23.32
12250 - Pharmacy Technician	22.64
12280 - Phlebotomist	25.55
12305 - Radiologic Technologist	51.37
12311 - Registered Nurse I	37.39
12312 - Registered Nurse II	45.73
12313 - Registered Nurse II Specialist	45.73
12314 - Registered Nurse III	56.13
12315 - Registered Nurse III Anesthetist	56.13

12316 - Registered Nurse IV		66.32
12317 - Scheduler (Drug and Alcohol Testing)		35.45
12320 - Substance Abuse Treatment Counselor		23.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.50
13012 - Exhibits Specialist II		31.58
13013 - Exhibits Specialist III		38.63
13041 - Illustrator I		26.61
13042 - Illustrator II		32.96
13043 - Illustrator III		40.32
13047 - Librarian		36.51
13050 - Library Aide/Clerk		17.89
13054 - Library Information Technology Systems Administrator		32.96
13058 - Library Technician		20.43
13061 - Media Specialist I		23.78
13062 - Media Specialist II		26.61
13063 - Media Specialist III		29.66
13071 - Photographer I		23.14
13072 - Photographer II		26.61
13073 - Photographer III		32.96
13074 - Photographer IV		40.32
13075 - Photographer V		48.78
13090 - Technical Order Library Clerk		22.47
13110 - Video Teleconference Technician		22.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.88
14042 - Computer Operator II		20.63
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.56
14045 - Computer Operator V		26.09
14071 - Computer Programmer I	(see 1)	27.35
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		17.88
14160 - Personal Computer Support Technician		25.56
14170 - System Support Specialist		29.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.68
15020 - Aircrew Training Devices Instructor (Rated)		40.74
15030 - Air Crew Training Devices Instructor (Pilot)		48.85
15050 - Computer Based Training Specialist / Instructor		33.68
15060 - Educational Technologist		39.67
15070 - Flight Instructor (Pilot)		48.85
15080 - Graphic Artist		26.61
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.85

15086 - Maintenance Test Pilot Rotary Wing 48.85
15088 - Non-Maintenance Test/Co-Pilot 48.85
15090 - Technical Instructor 28.51
15095 - Technical Instructor/Course Developer 34.87
15110 - Test Proctor 23.02
15120 - Tutor 23.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.71
16030 - Counter Attendant 17.71
16040 - Dry Cleaner 20.25
16070 - Finisher Flatwork Machine 17.71
16090 - Presser Hand 17.71
16110 - Presser Machine Drycleaning 17.71
16130 - Presser Machine Shirts 17.71
16160 - Presser Machine Wearing Apparel Laundry 17.71
16190 - Sewing Machine Operator 21.10
16220 - Tailor 21.95
16250 - Washer Machine 18.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.45
19040 - Tool And Die Maker 34.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.10
21030 - Material Coordinator 24.24
21040 - Material Expediter 24.24
21050 - Material Handling Laborer 13.62
21071 - Order Filler 15.57
21080 - Production Line Worker (Food Processing) 17.10
21110 - Shipping Packer 18.09
21130 - Shipping/Receiving Clerk 18.09
21140 - Store Worker I 17.17
21150 - Stock Clerk 21.30
21210 - Tools And Parts Attendant 17.10
21410 - Warehouse Specialist 17.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.92
23019 - Aircraft Logs and Records Technician 25.00
23021 - Aircraft Mechanic I 29.06
23022 - Aircraft Mechanic II 29.92
23023 - Aircraft Mechanic III 31.17
23040 - Aircraft Mechanic Helper 22.29
23050 - Aircraft Painter 27.71
23060 - Aircraft Servicer 25.00
23070 - Aircraft Survival Flight Equipment Technician 27.71
23080 - Aircraft Worker 26.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.06
23110 - Appliance Mechanic 29.45

23120 - Bicycle Repairer	22.98
23125 - Cable Splicer	30.89
23130 - Carpenter Maintenance	33.88
23140 - Carpet Layer	28.00
23160 - Electrician Maintenance	32.82
23181 - Electronics Technician Maintenance I	27.68
23182 - Electronics Technician Maintenance II	29.45
23183 - Electronics Technician Maintenance III	30.89
23260 - Fabric Worker	26.56
23290 - Fire Alarm System Mechanic	30.89
23310 - Fire Extinguisher Repairer	25.10
23311 - Fuel Distribution System Mechanic	28.27
23312 - Fuel Distribution System Operator	22.96
23370 - General Maintenance Worker	22.06
23380 - Ground Support Equipment Mechanic	29.06
23381 - Ground Support Equipment Servicer	25.00
23382 - Ground Support Equipment Worker	26.35
23391 - Gunsmith I	25.10
23392 - Gunsmith II	28.00
23393 - Gunsmith III	30.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.08
23430 - Heavy Equipment Mechanic	31.73
23440 - Heavy Equipment Operator	31.90
23460 - Instrument Mechanic	30.89
23465 - Laboratory/Shelter Mechanic	29.45
23470 - Laborer	13.62
23510 - Locksmith	29.45
23530 - Machinery Maintenance Mechanic	27.85
23550 - Machinist Maintenance	24.81
23580 - Maintenance Trades Helper	17.55
23591 - Metrology Technician I	30.89
23592 - Metrology Technician II	32.31
23593 - Metrology Technician III	33.64
23640 - Millwright	30.89
23710 - Office Appliance Repairer	22.68
23760 - Painter Maintenance	27.35
23790 - Pipefitter Maintenance	29.34
23810 - Plumber Maintenance	29.33
23820 - Pneudraulic Systems Mechanic	30.89
23850 - Rigger	30.89
23870 - Scale Mechanic	28.00
23890 - Sheet-Metal Worker Maintenance	37.57
23910 - Small Engine Mechanic	23.09
23931 - Telecommunications Mechanic I	31.84
23932 - Telecommunications Mechanic II	33.30
23950 - Telephone Lineman	32.45
23960 - Welder Combination Maintenance	25.11

23965 - Well Driller	30.89
23970 - Woodcraft Worker	30.89
23980 - Woodworker	25.10
24000 - Personal Needs Occupations	
24550 - Case Manager	17.56
24570 - Child Care Attendant	15.81
24580 - Child Care Center Clerk	20.11
24610 - Chore Aide	13.71
24620 - Family Readiness And Support Services Coordinator	17.56
24630 - Homemaker	19.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.30
25040 - Sewage Plant Operator	38.38
25070 - Stationary Engineer	38.30
25190 - Ventilation Equipment Tender	28.57
25210 - Water Treatment Plant Operator	38.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	15.21
27008 - Corrections Officer	30.61
27010 - Court Security Officer	30.20
27030 - Detection Dog Handler	17.02
27040 - Detention Officer	33.67
27070 - Firefighter	28.19
27101 - Guard I	15.21
27102 - Guard II	17.02
27131 - Police Officer I	37.06
27132 - Police Officer II	41.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.49
28042 - Carnival Equipment Repairer	16.42
28043 - Carnival Worker	12.66
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	18.18
28510 - Recreation Aide/Health Facility Attendant	13.26
28515 - Recreation Specialist	22.51
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.00
29020 - Hatch Tender	28.00
29030 - Line Handler	28.00
29041 - Stevedore I	26.56
29042 - Stevedore II	29.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I		20.79
30022 - Archeological Technician II		23.26
30023 - Archeological Technician III		28.81
30030 - Cartographic Technician		28.81
30040 - Civil Engineering Technician		30.21
30051 - Cryogenic Technician I		29.30
30052 - Cryogenic Technician II		32.36
30061 - Drafter/CAD Operator I		20.79
30062 - Drafter/CAD Operator II		23.26
30063 - Drafter/CAD Operator III		25.92
30064 - Drafter/CAD Operator IV		31.90
30081 - Engineering Technician I		19.21
30082 - Engineering Technician II		21.57
30083 - Engineering Technician III		24.33
30084 - Engineering Technician IV		30.39
30085 - Engineering Technician V		36.56
30086 - Engineering Technician VI		44.23
30090 - Environmental Technician		28.81
30095 - Evidence Control Specialist		26.46
30210 - Laboratory Technician		25.20
30221 - Latent Fingerprint Technician I		29.30
30222 - Latent Fingerprint Technician II		32.36
30240 - Mathematical Technician		28.81
30361 - Paralegal/Legal Assistant I		22.77
30362 - Paralegal/Legal Assistant II		28.20
30363 - Paralegal/Legal Assistant III		34.49
30364 - Paralegal/Legal Assistant IV		41.73
30375 - Petroleum Supply Specialist		32.36
30390 - Photo-Optics Technician		28.05
30395 - Radiation Control Technician		32.36
30461 - Technical Writer I		26.46
30462 - Technical Writer II		32.36
30463 - Technical Writer III		39.16
30491 - Unexploded Ordnance (UXO) Technician I		30.92
30492 - Unexploded Ordnance (UXO) Technician II		37.41
30493 - Unexploded Ordnance (UXO) Technician III		44.84
30494 - Unexploded (UXO) Safety Escort		30.92
30495 - Unexploded (UXO) Sweep Personnel		30.92
30501 - Weather Forecaster I		31.90
30502 - Weather Forecaster II		38.80
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.92
30621 - Weather Observer Senior	(see 2)	28.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.41
31020 - Bus Aide		20.32
31030 - Bus Driver		27.07
31043 - Driver Courier		15.35
31260 - Parking and Lot Attendant		13.23
31290 - Shuttle Bus Driver		16.27

31310 - Taxi Driver	14.96
31361 - Truckdriver Light	16.27
31362 - Truckdriver Medium	17.22
31363 - Truckdriver Heavy	21.23
31364 - Truckdriver Tractor-Trailer	21.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	16.13
99050 - Desk Clerk	16.28
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	15.87
99252 - Laboratory Animal Caretaker II	16.83
99260 - Marketing Analyst	30.70
99310 - Mortician	30.92
99410 - Pest Controller	20.01
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	30.12
99730 - Refuse Collector	24.60
99810 - Sales Clerk	14.98
99820 - School Crossing Guard	18.54
99830 - Survey Party Chief	41.44
99831 - Surveying Aide	21.70
99832 - Surveying Technician	29.72
99840 - Vending Machine Attendant	22.68
99841 - Vending Machine Repairer	26.82
99842 - Vending Machine Repairer Helper	22.68

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 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.: 2015-5634
Revision No.: 11
Date Of Last Revision: 07/14/2020

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: California

Area: California County of Monterey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.74
01012 - Accounting Clerk II		21.04
01013 - Accounting Clerk III		23.54
01020 - Administrative Assistant		29.49
01035 - Court Reporter		21.19
01041 - Customer Service Representative I		15.06
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		18.48
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.57
01060 - Dispatcher Motor Vehicle		20.67
01070 - Document Preparation Clerk		16.96

01090 - Duplicating Machine Operator	16.38
01111 - General Clerk I	16.58
01112 - General Clerk II	18.00
01113 - General Clerk III	20.31
01120 - Housing Referral Assistant	23.96
01141 - Messenger Courier	15.94
01191 - Order Clerk I	16.88
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	19.33
01262 - Personnel Assistant (Employment) II	21.63
01263 - Personnel Assistant (Employment) III	24.11
01270 - Production Control Clerk	26.42
01290 - Rental Clerk	16.25
01300 - Scheduler Maintenance	19.25
01311 - Secretary I	19.25
01312 - Secretary II	21.45
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	29.49
01420 - Survey Worker	28.41
01460 - Switchboard Operator/Receptionist	15.93
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.19
01611 - Word Processor I	16.87
01612 - Word Processor II	18.94
01613 - Word Processor III	21.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	30.11
05010 - Automotive Electrician	24.02
05040 - Automotive Glass Installer	22.93
05070 - Automotive Worker	22.93
05110 - Mobile Equipment Servicer	20.47
05130 - Motor Equipment Metal Mechanic	25.30
05160 - Motor Equipment Metal Worker	22.93
05190 - Motor Vehicle Mechanic	25.19
05220 - Motor Vehicle Mechanic Helper	19.31
05250 - Motor Vehicle Upholstery Worker	21.76
05280 - Motor Vehicle Wrecker	22.93
05310 - Painter Automotive	24.12
05340 - Radiator Repair Specialist	22.93
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	25.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	17.62
07042 - Cook II	19.65
07070 - Dishwasher	12.59
07130 - Food Service Worker	14.01
07210 - Meat Cutter	20.06

07260 - Waiter/Waitress	12.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.16
09040 - Furniture Handler	19.87
09080 - Furniture Refinisher	28.16
09090 - Furniture Refinisher Helper	22.64
09110 - Furniture Repairer Minor	25.40
09130 - Upholsterer	28.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.38
11060 - Elevator Operator	15.27
11090 - Gardener	20.67
11122 - Housekeeping Aide	15.27
11150 - Janitor	15.27
11210 - Laborer Grounds Maintenance	17.11
11240 - Maid or Houseman	14.86
11260 - Pruner	15.94
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	17.11
11360 - Window Cleaner	16.40
12000 - Health Occupations	
12010 - Ambulance Driver	28.62
12011 - Breath Alcohol Technician	28.62
12012 - Certified Occupational Therapist Assistant	35.81
12015 - Certified Physical Therapist Assistant	33.55
12020 - Dental Assistant	20.99
12025 - Dental Hygienist	51.67
12030 - EKG Technician	38.83
12035 - Electroneurodiagnostic Technologist	38.83
12040 - Emergency Medical Technician	28.62
12071 - Licensed Practical Nurse I	23.46
12072 - Licensed Practical Nurse II	26.25
12073 - Licensed Practical Nurse III	29.25
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	30.98
12160 - Medical Record Clerk	22.36
12190 - Medical Record Technician	25.03
12195 - Medical Transcriptionist	25.65
12210 - Nuclear Medicine Technologist	57.35
12221 - Nursing Assistant I	13.89
12222 - Nursing Assistant II	15.62
12223 - Nursing Assistant III	17.05
12224 - Nursing Assistant IV	19.14
12235 - Optical Dispenser	19.34
12236 - Optical Technician	23.32
12250 - Pharmacy Technician	22.64
12280 - Phlebotomist	25.55
12305 - Radiologic Technologist	51.37
12311 - Registered Nurse I	37.39
12312 - Registered Nurse II	45.73

12313 - Registered Nurse II Specialist		45.73
12314 - Registered Nurse III		56.13
12315 - Registered Nurse III Anesthetist		56.13
12316 - Registered Nurse IV		66.32
12317 - Scheduler (Drug and Alcohol Testing)		35.45
12320 - Substance Abuse Treatment Counselor		23.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.50
13012 - Exhibits Specialist II		31.58
13013 - Exhibits Specialist III		38.63
13041 - Illustrator I		26.61
13042 - Illustrator II		32.96
13043 - Illustrator III		40.32
13047 - Librarian		36.51
13050 - Library Aide/Clerk		17.89
13054 - Library Information Technology Systems Administrator		32.96
13058 - Library Technician		20.43
13061 - Media Specialist I		23.78
13062 - Media Specialist II		26.61
13063 - Media Specialist III		29.66
13071 - Photographer I		23.14
13072 - Photographer II		26.61
13073 - Photographer III		32.96
13074 - Photographer IV		40.32
13075 - Photographer V		48.78
13090 - Technical Order Library Clerk		22.47
13110 - Video Teleconference Technician		22.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.88
14042 - Computer Operator II		20.63
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.56
14045 - Computer Operator V		26.09
14071 - Computer Programmer I	(see 1)	27.35
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		17.88
14160 - Personal Computer Support Technician		25.56
14170 - System Support Specialist		29.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.68
15020 - Aircrew Training Devices Instructor (Rated)		40.74
15030 - Air Crew Training Devices Instructor (Pilot)		48.85
15050 - Computer Based Training Specialist / Instructor		33.68
15060 - Educational Technologist		39.67

15070 - Flight Instructor (Pilot) 48.85
15080 - Graphic Artist 26.61
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.85
15086 - Maintenance Test Pilot Rotary Wing 48.85
15088 - Non-Maintenance Test/Co-Pilot 48.85
15090 - Technical Instructor 28.51
15095 - Technical Instructor/Course Developer 34.87
15110 - Test Proctor 23.02
15120 - Tutor 23.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.71
16030 - Counter Attendant 17.71
16040 - Dry Cleaner 20.25
16070 - Finisher Flatwork Machine 17.71
16090 - Presser Hand 17.71
16110 - Presser Machine Drycleaning 17.71
16130 - Presser Machine Shirts 17.71
16160 - Presser Machine Wearing Apparel Laundry 17.71
16190 - Sewing Machine Operator 21.10
16220 - Tailor 21.95
16250 - Washer Machine 18.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.45
19040 - Tool And Die Maker 34.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.10
21030 - Material Coordinator 24.24
21040 - Material Expediter 24.24
21050 - Material Handling Laborer 13.62
21071 - Order Filler 15.57
21080 - Production Line Worker (Food Processing) 17.10
21110 - Shipping Packer 18.09
21130 - Shipping/Receiving Clerk 18.09
21140 - Store Worker I 17.17
21150 - Stock Clerk 21.30
21210 - Tools And Parts Attendant 17.10
21410 - Warehouse Specialist 17.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.92
23019 - Aircraft Logs and Records Technician 25.00
23021 - Aircraft Mechanic I 29.06
23022 - Aircraft Mechanic II 29.92
23023 - Aircraft Mechanic III 31.17
23040 - Aircraft Mechanic Helper 22.29
23050 - Aircraft Painter 27.71
23060 - Aircraft Servicer 25.00
23070 - Aircraft Survival Flight Equipment Technician 27.71
23080 - Aircraft Worker 26.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.35

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.06
23110 - Appliance Mechanic 29.45
23120 - Bicycle Repairer 22.98
23125 - Cable Splicer 30.89
23130 - Carpenter Maintenance 33.88
23140 - Carpet Layer 28.00
23160 - Electrician Maintenance 32.82
23181 - Electronics Technician Maintenance I 27.68
23182 - Electronics Technician Maintenance II 29.45
23183 - Electronics Technician Maintenance III 30.89
23260 - Fabric Worker 26.56
23290 - Fire Alarm System Mechanic 30.89
23310 - Fire Extinguisher Repairer 25.10
23311 - Fuel Distribution System Mechanic 28.27
23312 - Fuel Distribution System Operator 22.96
23370 - General Maintenance Worker 22.06
23380 - Ground Support Equipment Mechanic 29.06
23381 - Ground Support Equipment Servicer 25.00
23382 - Ground Support Equipment Worker 26.35
23391 - Gunsmith I 25.10
23392 - Gunsmith II 28.00
23393 - Gunsmith III 30.89
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.08
23430 - Heavy Equipment Mechanic 31.73
23440 - Heavy Equipment Operator 31.90
23460 - Instrument Mechanic 30.89
23465 - Laboratory/Shelter Mechanic 29.45
23470 - Laborer 13.62
23510 - Locksmith 29.45
23530 - Machinery Maintenance Mechanic 27.85
23550 - Machinist Maintenance 24.81
23580 - Maintenance Trades Helper 17.55
23591 - Metrology Technician I 30.89
23592 - Metrology Technician II 32.31
23593 - Metrology Technician III 33.64
23640 - Millwright 30.89
23710 - Office Appliance Repairer 22.68
23760 - Painter Maintenance 27.35
23790 - Pipefitter Maintenance 29.34
23810 - Plumber Maintenance 29.33
23820 - Pneudraulic Systems Mechanic 30.89
23850 - Rigger 30.89
23870 - Scale Mechanic 28.00
23890 - Sheet-Metal Worker Maintenance 37.57
23910 - Small Engine Mechanic 23.09
23931 - Telecommunications Mechanic I 31.84

23932 - Telecommunications Mechanic II 33.30
23950 - Telephone Lineman 32.45
23960 - Welder Combination Maintenance 25.11
23965 - Well Driller 30.89
23970 - Woodcraft Worker 30.89
23980 - Woodworker 25.10
24000 - Personal Needs Occupations
24550 - Case Manager 17.56
24570 - Child Care Attendant 15.81
24580 - Child Care Center Clerk 20.11
24610 - Chore Aide 13.71
24620 - Family Readiness And Support Services Coordinator 17.56
24630 - Homemaker 19.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.30
25040 - Sewage Plant Operator 38.38
25070 - Stationary Engineer 38.30
25190 - Ventilation Equipment Tender 28.57
25210 - Water Treatment Plant Operator 38.38
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.02
27007 - Baggage Inspector 15.21
27008 - Corrections Officer 30.61
27010 - Court Security Officer 30.20
27030 - Detection Dog Handler 17.02
27040 - Detention Officer 33.67
27070 - Firefighter 28.19
27101 - Guard I 15.21
27102 - Guard II 17.02
27131 - Police Officer I 37.06
27132 - Police Officer II 41.18
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.49
28042 - Carnival Equipment Repairer 16.42
28043 - Carnival Worker 12.66
28210 - Gate Attendant/Gate Tender 16.24
28310 - Lifeguard 14.61
28350 - Park Attendant (Aide) 18.18
28510 - Recreation Aide/Health Facility Attendant 13.26
28515 - Recreation Specialist 22.51
28630 - Sports Official 14.47
28690 - Swimming Pool Operator 19.59
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.00
29020 - Hatch Tender 28.00
29030 - Line Handler 28.00
29041 - Stevedore I 26.56
29042 - Stevedore II 29.45
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 20.79
30022 - Archeological Technician II 23.26
30023 - Archeological Technician III 28.81
30030 - Cartographic Technician 28.81
30040 - Civil Engineering Technician 30.21
30051 - Cryogenic Technician I 29.30
30052 - Cryogenic Technician II 32.36
30061 - Drafter/CAD Operator I 20.79
30062 - Drafter/CAD Operator II 23.26
30063 - Drafter/CAD Operator III 25.92
30064 - Drafter/CAD Operator IV 31.90
30081 - Engineering Technician I 19.21
30082 - Engineering Technician II 21.57
30083 - Engineering Technician III 24.33
30084 - Engineering Technician IV 30.39
30085 - Engineering Technician V 36.56
30086 - Engineering Technician VI 44.23
30090 - Environmental Technician 28.81
30095 - Evidence Control Specialist 26.46
30210 - Laboratory Technician 25.20
30221 - Latent Fingerprint Technician I 29.30
30222 - Latent Fingerprint Technician II 32.36
30240 - Mathematical Technician 28.81
30361 - Paralegal/Legal Assistant I 22.77
30362 - Paralegal/Legal Assistant II 28.20
30363 - Paralegal/Legal Assistant III 34.49
30364 - Paralegal/Legal Assistant IV 41.73
30375 - Petroleum Supply Specialist 32.36
30390 - Photo-Optics Technician 28.05
30395 - Radiation Control Technician 32.36
30461 - Technical Writer I 26.46
30462 - Technical Writer II 32.36
30463 - Technical Writer III 39.16
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 31.90
30502 - Weather Forecaster II 38.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.92
30621 - Weather Observer Senior (see 2) 28.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 20.32
31030 - Bus Driver 27.07

31043 - Driver Courier	15.35
31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	16.27
31310 - Taxi Driver	14.96
31361 - Truckdriver Light	16.27
31362 - Truckdriver Medium	17.22
31363 - Truckdriver Heavy	21.23
31364 - Truckdriver Tractor-Trailer	21.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	16.13
99050 - Desk Clerk	16.28
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	15.87
99252 - Laboratory Animal Caretaker II	16.83
99260 - Marketing Analyst	30.70
99310 - Mortician	30.92
99410 - Pest Controller	20.01
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	30.12
99730 - Refuse Collector	24.60
99810 - Sales Clerk	14.98
99820 - School Crossing Guard	18.54
99830 - Survey Party Chief	41.44
99831 - Surveying Aide	21.70
99832 - Surveying Technician	29.72
99840 - Vending Machine Attendant	22.68
99841 - Vending Machine Repairer	26.82
99842 - Vending Machine Repairer Helper	22.68

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 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.: 2015-5635
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: California

Area: California County of San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.51
01012 - Accounting Clerk II		19.66
01013 - Accounting Clerk III		21.99
01020 - Administrative Assistant		32.03
01035 - Court Reporter		30.17
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		15.25
01052 - Data Entry Operator II		16.65
01060 - Dispatcher Motor Vehicle		21.88
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.15
01112 - General Clerk II		16.54

01113 - General Clerk III 18.57
01120 - Housing Referral Assistant 22.44
01141 - Messenger Courier 15.89
01191 - Order Clerk I 17.13
01192 - Order Clerk II 18.68
01261 - Personnel Assistant (Employment) I 18.29
01262 - Personnel Assistant (Employment) II 20.67
01263 - Personnel Assistant (Employment) III 23.10
01270 - Production Control Clerk 25.39
01290 - Rental Clerk 16.09
01300 - Scheduler Maintenance 18.00
01311 - Secretary I 18.00
01312 - Secretary II 20.13
01313 - Secretary III 22.44
01320 - Service Order Dispatcher 19.56
01410 - Supply Technician 32.03
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 15.96
01531 - Travel Clerk I 17.99
01532 - Travel Clerk II 19.65
01533 - Travel Clerk III 21.57
01611 - Word Processor I 16.74
01612 - Word Processor II 18.80
01613 - Word Processor III 21.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.28
05010 - Automotive Electrician 22.37
05040 - Automotive Glass Installer 21.55
05070 - Automotive Worker 21.55
05110 - Mobile Equipment Servicer 19.83
05130 - Motor Equipment Metal Mechanic 23.16
05160 - Motor Equipment Metal Worker 21.55
05190 - Motor Vehicle Mechanic 22.75
05220 - Motor Vehicle Mechanic Helper 18.60
05250 - Motor Vehicle Upholstery Worker 20.75
05280 - Motor Vehicle Wrecker 21.55
05310 - Painter Automotive 22.79
05340 - Radiator Repair Specialist 21.55
05370 - Tire Repairer 15.81
05400 - Transmission Repair Specialist 23.16
07000 - Food Preparation And Service Occupations
07010 - Baker 14.18
07041 - Cook I 16.32
07042 - Cook II 18.56
07070 - Dishwasher 12.09
07130 - Food Service Worker 13.50
07210 - Meat Cutter 15.71
07260 - Waiter/Waitress 12.60
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.65

09040 - Furniture Handler	15.11
09080 - Furniture Refinisher	21.93
09090 - Furniture Refinisher Helper	17.69
09110 - Furniture Repairer Minor	20.29
09130 - Upholsterer	21.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.13
11060 - Elevator Operator	15.85
11090 - Gardener	18.60
11122 - Housekeeping Aide	15.85
11150 - Janitor	15.85
11210 - Laborer Grounds Maintenance	14.79
11240 - Maid or Houseman	14.02
11260 - Pruner	13.48
11270 - Tractor Operator	17.32
11330 - Trail Maintenance Worker	14.79
11360 - Window Cleaner	17.39
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	24.48
12012 - Certified Occupational Therapist Assistant	32.43
12015 - Certified Physical Therapist Assistant	32.56
12020 - Dental Assistant	19.60
12025 - Dental Hygienist	48.71
12030 - EKG Technician	34.84
12035 - Electroneurodiagnostic Technologist	34.84
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	23.84
12072 - Licensed Practical Nurse II	26.66
12073 - Licensed Practical Nurse III	29.72
12100 - Medical Assistant	18.58
12130 - Medical Laboratory Technician	27.60
12160 - Medical Record Clerk	20.11
12190 - Medical Record Technician	22.50
12195 - Medical Transcriptionist	25.43
12210 - Nuclear Medicine Technologist	54.59
12221 - Nursing Assistant I	12.76
12222 - Nursing Assistant II	14.35
12223 - Nursing Assistant III	15.65
12224 - Nursing Assistant IV	17.57
12235 - Optical Dispenser	22.06
12236 - Optical Technician	19.36
12250 - Pharmacy Technician	19.77
12280 - Phlebotomist	23.10
12305 - Radiologic Technologist	40.87
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III Anesthetist	42.67

12316 - Registered Nurse IV		51.14
12317 - Scheduler (Drug and Alcohol Testing)		33.02
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.96
13012 - Exhibits Specialist II		27.20
13013 - Exhibits Specialist III		33.28
13041 - Illustrator I		23.23
13042 - Illustrator II		28.78
13043 - Illustrator III		35.20
13047 - Librarian		35.87
13050 - Library Aide/Clerk		16.56
13054 - Library Information Technology Systems Administrator		32.38
13058 - Library Technician		20.85
13061 - Media Specialist I		23.37
13062 - Media Specialist II		26.14
13063 - Media Specialist III		29.14
13071 - Photographer I		18.11
13072 - Photographer II		20.25
13073 - Photographer III		25.09
13074 - Photographer IV		30.69
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		20.79
13110 - Video Teleconference Technician		21.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.72
14042 - Computer Operator II		20.94
14043 - Computer Operator III		23.34
14044 - Computer Operator IV		25.94
14045 - Computer Operator V		28.72
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		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		34.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.62
15020 - Aircrew Training Devices Instructor (Rated)		38.26
15030 - Air Crew Training Devices Instructor (Pilot)		45.86
15050 - Computer Based Training Specialist / Instructor		31.62
15060 - Educational Technologist		36.14
15070 - Flight Instructor (Pilot)		45.86
15080 - Graphic Artist		26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.86

15086 - Maintenance Test Pilot Rotary Wing 45.86
15088 - Non-Maintenance Test/Co-Pilot 45.86
15090 - Technical Instructor 27.52
15095 - Technical Instructor/Course Developer 33.68
15110 - Test Proctor 22.23
15120 - Tutor 22.23
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) 25.24
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.90
21030 - Material Coordinator 25.39
21040 - Material Expediter 25.39
21050 - Material Handling Laborer 14.00
21071 - Order Filler 15.33
21080 - Production Line Worker (Food Processing) 21.90
21110 - Shipping Packer 16.70
21130 - Shipping/Receiving Clerk 16.70
21140 - Store Worker I 14.35
21150 - Stock Clerk 18.86
21210 - Tools And Parts Attendant 21.90
21410 - Warehouse Specialist 21.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.98
23019 - Aircraft Logs and Records Technician 26.60
23021 - Aircraft Mechanic I 31.76
23022 - Aircraft Mechanic II 32.98
23023 - Aircraft Mechanic III 34.14
23040 - Aircraft Mechanic Helper 23.19
23050 - Aircraft Painter 30.05
23060 - Aircraft Servicer 26.60
23070 - Aircraft Survival Flight Equipment Technician 30.05
23080 - Aircraft Worker 28.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.76
23110 - Appliance Mechanic 23.50

23120 - Bicycle Repairer 18.78
23125 - Cable Splicer 42.03
23130 - Carpenter Maintenance 26.51
23140 - Carpet Layer 23.88
23160 - Electrician Maintenance 28.97
23181 - Electronics Technician Maintenance I 27.55
23182 - Electronics Technician Maintenance II 29.24
23183 - Electronics Technician Maintenance III 30.90
23260 - Fabric Worker 26.39
23290 - Fire Alarm System Mechanic 25.31
23310 - Fire Extinguisher Repairer 22.78
23311 - Fuel Distribution System Mechanic 37.96
23312 - Fuel Distribution System Operator 29.77
23370 - General Maintenance Worker 20.37
23380 - Ground Support Equipment Mechanic 31.76
23381 - Ground Support Equipment Servicer 26.60
23382 - Ground Support Equipment Worker 28.33
23391 - Gunsmith I 22.78
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.05
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.33
23430 - Heavy Equipment Mechanic 28.70
23440 - Heavy Equipment Operator 31.97
23460 - Instrument Mechanic 28.24
23465 - Laboratory/Shelter Mechanic 27.49
23470 - Laborer 14.00
23510 - Locksmith 23.41
23530 - Machinery Maintenance Mechanic 27.92
23550 - Machinist Maintenance 22.95
23580 - Maintenance Trades Helper 16.57
23591 - Metrology Technician I 28.24
23592 - Metrology Technician II 29.32
23593 - Metrology Technician III 30.36
23640 - Millwright 30.05
23710 - Office Appliance Repairer 21.74
23760 - Painter Maintenance 21.93
23790 - Pipefitter Maintenance 26.56
23810 - Plumber Maintenance 25.13
23820 - Pneudraulic Systems Mechanic 29.05
23850 - Rigger 27.28
23870 - Scale Mechanic 25.69
23890 - Sheet-Metal Worker Maintenance 30.04
23910 - Small Engine Mechanic 21.12
23931 - Telecommunications Mechanic I 28.79
23932 - Telecommunications Mechanic II 29.90
23950 - Telephone Lineman 34.41
23960 - Welder Combination Maintenance 24.77

23965 - Well Driller	28.10
23970 - Woodcraft Worker	29.05
23980 - Woodworker	22.59
24000 - Personal Needs Occupations	
24550 - Case Manager	18.47
24570 - Child Care Attendant	13.59
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	12.51
24620 - Family Readiness And Support Services Coordinator	18.47
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.83
25040 - Sewage Plant Operator	32.68
25070 - Stationary Engineer	35.83
25190 - Ventilation Equipment Tender	26.16
25210 - Water Treatment Plant Operator	32.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.71
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	34.46
27010 - Court Security Officer	33.81
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	34.46
27070 - Firefighter	33.81
27101 - Guard I	14.34
27102 - Guard II	23.51
27131 - Police Officer I	40.17
27132 - Police Officer II	44.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.69
28042 - Carnival Equipment Repairer	17.93
28043 - Carnival Worker	12.99
28210 - Gate Attendant/Gate Tender	16.67
28310 - Lifeguard	16.66
28350 - Park Attendant (Aide)	18.64
28510 - Recreation Aide/Health Facility Attendant	13.60
28515 - Recreation Specialist	23.09
28630 - Sports Official	14.84
28690 - Swimming Pool Operator	20.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.92
29020 - Hatch Tender	31.92
29030 - Line Handler	31.92
29041 - Stevedore I	29.96
29042 - Stevedore II	33.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.64
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.89

30021 - Archeological Technician I 20.59
30022 - Archeological Technician II 22.84
30023 - Archeological Technician III 28.30
30030 - Cartographic Technician 28.30
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 31.23
30052 - Cryogenic Technician II 34.49
30061 - Drafter/CAD Operator I 20.42
30062 - Drafter/CAD Operator II 22.84
30063 - Drafter/CAD Operator III 25.47
30064 - Drafter/CAD Operator IV 31.34
30081 - Engineering Technician I 18.88
30082 - Engineering Technician II 21.19
30083 - Engineering Technician III 23.70
30084 - Engineering Technician IV 29.36
30085 - Engineering Technician V 35.91
30086 - Engineering Technician VI 43.45
30090 - Environmental Technician 25.64
30095 - Evidence Control Specialist 28.19
30210 - Laboratory Technician 23.32
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.36
30240 - Mathematical Technician 30.57
30361 - Paralegal/Legal Assistant I 21.71
30362 - Paralegal/Legal Assistant II 26.91
30363 - Paralegal/Legal Assistant III 32.91
30364 - Paralegal/Legal Assistant IV 39.82
30375 - Petroleum Supply Specialist 34.49
30390 - Photo-Optics Technician 28.30
30395 - Radiation Control Technician 34.49
30461 - Technical Writer I 28.05
30462 - Technical Writer II 34.31
30463 - Technical Writer III 41.52
30491 - Unexploded Ordnance (UXO) Technician I 28.37
30492 - Unexploded Ordnance (UXO) Technician II 34.33
30493 - Unexploded Ordnance (UXO) Technician III 41.14
30494 - Unexploded (UXO) Safety Escort 28.37
30495 - Unexploded (UXO) Sweep Personnel 28.37
30501 - Weather Forecaster I 31.23
30502 - Weather Forecaster II 37.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.47
30621 - Weather Observer Senior (see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.33
31020 - Bus Aide 15.06
31030 - Bus Driver 20.19
31043 - Driver Courier 16.53
31260 - Parking and Lot Attendant 12.36
31290 - Shuttle Bus Driver 17.75

31310 - Taxi Driver	14.50
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.92
31363 - Truckdriver Heavy	22.58
31364 - Truckdriver Tractor-Trailer	22.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.74
99030 - Cashier	12.33
99050 - Desk Clerk	14.18
99095 - Embalmer	24.43
99130 - Flight Follower	28.37
99251 - Laboratory Animal Caretaker I	15.28
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	30.03
99310 - Mortician	24.43
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	21.35
99710 - Recycling Laborer	26.40
99711 - Recycling Specialist	31.57
99730 - Refuse Collector	24.57
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	18.44
99830 - Survey Party Chief	32.22
99831 - Surveying Aide	21.05
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.90
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 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.: 2015-5636
Revision No.: 13
Date Of Last Revision: 07/14/2020

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: California

Area: California County of San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.51
01012 - Accounting Clerk II		19.66
01013 - Accounting Clerk III		21.99
01020 - Administrative Assistant		32.03
01035 - Court Reporter		30.17
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		15.25
01052 - Data Entry Operator II		16.65
01060 - Dispatcher Motor Vehicle		21.88
01070 - Document Preparation Clerk		17.13

01090 - Duplicating Machine Operator	17.13
01111 - General Clerk I	15.15
01112 - General Clerk II	16.54
01113 - General Clerk III	18.57
01120 - Housing Referral Assistant	22.44
01141 - Messenger Courier	15.89
01191 - Order Clerk I	17.13
01192 - Order Clerk II	18.68
01261 - Personnel Assistant (Employment) I	18.29
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	25.39
01290 - Rental Clerk	16.09
01300 - Scheduler Maintenance	18.00
01311 - Secretary I	18.00
01312 - Secretary II	20.13
01313 - Secretary III	22.44
01320 - Service Order Dispatcher	19.56
01410 - Supply Technician	32.03
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	15.96
01531 - Travel Clerk I	17.99
01532 - Travel Clerk II	19.65
01533 - Travel Clerk III	21.57
01611 - Word Processor I	16.74
01612 - Word Processor II	18.80
01613 - Word Processor III	21.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.28
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.81
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.18
07041 - Cook I	16.32
07042 - Cook II	18.56
07070 - Dishwasher	12.09
07130 - Food Service Worker	13.50
07210 - Meat Cutter	15.71

07260 - Waiter/Waitress	12.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.65
09040 - Furniture Handler	15.11
09080 - Furniture Refinisher	21.93
09090 - Furniture Refinisher Helper	17.69
09110 - Furniture Repairer Minor	20.29
09130 - Upholsterer	21.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.13
11060 - Elevator Operator	15.85
11090 - Gardener	18.60
11122 - Housekeeping Aide	15.85
11150 - Janitor	15.85
11210 - Laborer Grounds Maintenance	14.79
11240 - Maid or Houseman	14.02
11260 - Pruner	13.48
11270 - Tractor Operator	17.32
11330 - Trail Maintenance Worker	14.79
11360 - Window Cleaner	17.39
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	24.48
12012 - Certified Occupational Therapist Assistant	32.43
12015 - Certified Physical Therapist Assistant	32.56
12020 - Dental Assistant	19.60
12025 - Dental Hygienist	48.71
12030 - EKG Technician	34.84
12035 - Electroneurodiagnostic Technologist	34.84
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	23.84
12072 - Licensed Practical Nurse II	26.66
12073 - Licensed Practical Nurse III	29.72
12100 - Medical Assistant	18.58
12130 - Medical Laboratory Technician	27.60
12160 - Medical Record Clerk	20.11
12190 - Medical Record Technician	22.50
12195 - Medical Transcriptionist	25.43
12210 - Nuclear Medicine Technologist	54.59
12221 - Nursing Assistant I	12.76
12222 - Nursing Assistant II	14.35
12223 - Nursing Assistant III	15.65
12224 - Nursing Assistant IV	17.57
12235 - Optical Dispenser	22.06
12236 - Optical Technician	19.36
12250 - Pharmacy Technician	19.77
12280 - Phlebotomist	23.10
12305 - Radiologic Technologist	40.87
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92

12313 - Registered Nurse II Specialist		35.92
12314 - Registered Nurse III		42.67
12315 - Registered Nurse III Anesthetist		42.67
12316 - Registered Nurse IV		51.14
12317 - Scheduler (Drug and Alcohol Testing)		33.02
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.96
13012 - Exhibits Specialist II		27.20
13013 - Exhibits Specialist III		33.28
13041 - Illustrator I		23.23
13042 - Illustrator II		28.78
13043 - Illustrator III		35.20
13047 - Librarian		35.87
13050 - Library Aide/Clerk		16.56
13054 - Library Information Technology Systems Administrator		32.38
13058 - Library Technician		20.85
13061 - Media Specialist I		23.37
13062 - Media Specialist II		26.14
13063 - Media Specialist III		29.14
13071 - Photographer I		18.11
13072 - Photographer II		20.25
13073 - Photographer III		25.09
13074 - Photographer IV		30.69
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		20.79
13110 - Video Teleconference Technician		21.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.72
14042 - Computer Operator II		20.94
14043 - Computer Operator III		23.34
14044 - Computer Operator IV		25.94
14045 - Computer Operator V		28.72
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		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		34.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.62
15020 - Aircrew Training Devices Instructor (Rated)		38.26
15030 - Air Crew Training Devices Instructor (Pilot)		45.86
15050 - Computer Based Training Specialist / Instructor		31.62
15060 - Educational Technologist		36.14

15070 - Flight Instructor (Pilot) 45.86
15080 - Graphic Artist 26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.86
15086 - Maintenance Test Pilot Rotary Wing 45.86
15088 - Non-Maintenance Test/Co-Pilot 45.86
15090 - Technical Instructor 27.52
15095 - Technical Instructor/Course Developer 33.68
15110 - Test Proctor 22.23
15120 - Tutor 22.23
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) 25.24
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.90
21030 - Material Coordinator 25.39
21040 - Material Expediter 25.39
21050 - Material Handling Laborer 14.00
21071 - Order Filler 15.33
21080 - Production Line Worker (Food Processing) 21.90
21110 - Shipping Packer 16.70
21130 - Shipping/Receiving Clerk 16.70
21140 - Store Worker I 14.35
21150 - Stock Clerk 18.86
21210 - Tools And Parts Attendant 21.90
21410 - Warehouse Specialist 21.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.98
23019 - Aircraft Logs and Records Technician 26.60
23021 - Aircraft Mechanic I 31.76
23022 - Aircraft Mechanic II 32.98
23023 - Aircraft Mechanic III 34.14
23040 - Aircraft Mechanic Helper 23.19
23050 - Aircraft Painter 30.05
23060 - Aircraft Servicer 26.60
23070 - Aircraft Survival Flight Equipment Technician 30.05
23080 - Aircraft Worker 28.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.76
II
23110 - Appliance Mechanic 23.50
23120 - Bicycle Repairer 18.78
23125 - Cable Splicer 42.03
23130 - Carpenter Maintenance 26.51
23140 - Carpet Layer 23.88
23160 - Electrician Maintenance 28.97
23181 - Electronics Technician Maintenance I 27.55
23182 - Electronics Technician Maintenance II 29.24
23183 - Electronics Technician Maintenance III 30.90
23260 - Fabric Worker 26.39
23290 - Fire Alarm System Mechanic 25.31
23310 - Fire Extinguisher Repairer 22.78
23311 - Fuel Distribution System Mechanic 37.96
23312 - Fuel Distribution System Operator 29.77
23370 - General Maintenance Worker 20.37
23380 - Ground Support Equipment Mechanic 31.76
23381 - Ground Support Equipment Servicer 26.60
23382 - Ground Support Equipment Worker 28.33
23391 - Gunsmith I 22.78
23392 - Gunsmith II 25.90
23393 - Gunsmith III 29.05
23410 - Heating Ventilation And Air-Conditioning 28.25
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.33
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.70
23440 - Heavy Equipment Operator 31.97
23460 - Instrument Mechanic 28.24
23465 - Laboratory/Shelter Mechanic 27.49
23470 - Laborer 14.00
23510 - Locksmith 23.41
23530 - Machinery Maintenance Mechanic 27.92
23550 - Machinist Maintenance 22.95
23580 - Maintenance Trades Helper 16.57
23591 - Metrology Technician I 28.24
23592 - Metrology Technician II 29.32
23593 - Metrology Technician III 30.36
23640 - Millwright 30.05
23710 - Office Appliance Repairer 21.74
23760 - Painter Maintenance 21.93
23790 - Pipefitter Maintenance 26.56
23810 - Plumber Maintenance 25.13
23820 - Pneudraulic Systems Mechanic 29.05
23850 - Rigger 27.28
23870 - Scale Mechanic 25.69
23890 - Sheet-Metal Worker Maintenance 30.04
23910 - Small Engine Mechanic 21.12
23931 - Telecommunications Mechanic I 28.79

23932 - Telecommunications Mechanic II 29.90
23950 - Telephone Lineman 34.41
23960 - Welder Combination Maintenance 24.77
23965 - Well Driller 28.10
23970 - Woodcraft Worker 29.05
23980 - Woodworker 22.59
24000 - Personal Needs Occupations
24550 - Case Manager 18.47
24570 - Child Care Attendant 13.59
24580 - Child Care Center Clerk 19.94
24610 - Chore Aide 12.51
24620 - Family Readiness And Support Services Coordinator 18.47
24630 - Homemaker 20.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.83
25040 - Sewage Plant Operator 32.68
25070 - Stationary Engineer 35.83
25190 - Ventilation Equipment Tender 26.16
25210 - Water Treatment Plant Operator 32.68
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.71
27007 - Baggage Inspector 14.34
27008 - Corrections Officer 34.46
27010 - Court Security Officer 33.81
27030 - Detection Dog Handler 23.51
27040 - Detention Officer 34.46
27070 - Firefighter 33.81
27101 - Guard I 14.34
27102 - Guard II 23.51
27131 - Police Officer I 40.17
27132 - Police Officer II 44.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.69
28042 - Carnival Equipment Repairer 17.93
28043 - Carnival Worker 12.99
28210 - Gate Attendant/Gate Tender 16.67
28310 - Lifeguard 16.66
28350 - Park Attendant (Aide) 18.64
28510 - Recreation Aide/Health Facility Attendant 13.60
28515 - Recreation Specialist 23.09
28630 - Sports Official 14.84
28690 - Swimming Pool Operator 20.39
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.92
29020 - Hatch Tender 31.92
29030 - Line Handler 31.92
29041 - Stevedore I 29.96
29042 - Stevedore II 33.87
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.64
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.89
30021 - Archeological Technician I 20.59
30022 - Archeological Technician II 22.84
30023 - Archeological Technician III 28.30
30030 - Cartographic Technician 28.30
30040 - Civil Engineering Technician 28.48
30051 - Cryogenic Technician I 31.23
30052 - Cryogenic Technician II 34.49
30061 - Drafter/CAD Operator I 20.42
30062 - Drafter/CAD Operator II 22.84
30063 - Drafter/CAD Operator III 25.47
30064 - Drafter/CAD Operator IV 31.34
30081 - Engineering Technician I 18.88
30082 - Engineering Technician II 21.19
30083 - Engineering Technician III 23.70
30084 - Engineering Technician IV 29.36
30085 - Engineering Technician V 35.91
30086 - Engineering Technician VI 43.45
30090 - Environmental Technician 25.64
30095 - Evidence Control Specialist 28.19
30210 - Laboratory Technician 23.32
30221 - Latent Fingerprint Technician I 33.83
30222 - Latent Fingerprint Technician II 37.36
30240 - Mathematical Technician 30.57
30361 - Paralegal/Legal Assistant I 21.71
30362 - Paralegal/Legal Assistant II 26.91
30363 - Paralegal/Legal Assistant III 32.91
30364 - Paralegal/Legal Assistant IV 39.82
30375 - Petroleum Supply Specialist 34.49
30390 - Photo-Optics Technician 28.30
30395 - Radiation Control Technician 34.49
30461 - Technical Writer I 28.05
30462 - Technical Writer II 34.31
30463 - Technical Writer III 41.52
30491 - Unexploded Ordnance (UXO) Technician I 28.37
30492 - Unexploded Ordnance (UXO) Technician II 34.33
30493 - Unexploded Ordnance (UXO) Technician III 41.14
30494 - Unexploded (UXO) Safety Escort 28.37
30495 - Unexploded (UXO) Sweep Personnel 28.37
30501 - Weather Forecaster I 31.23
30502 - Weather Forecaster II 37.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.47
30621 - Weather Observer Senior (see 2) 28.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.33
31020 - Bus Aide 15.06
31030 - Bus Driver 20.19

31043 - Driver Courier	16.53
31260 - Parking and Lot Attendant	12.36
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	14.50
31361 - Truckdriver Light	17.75
31362 - Truckdriver Medium	19.92
31363 - Truckdriver Heavy	22.58
31364 - Truckdriver Tractor-Trailer	22.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.74
99030 - Cashier	12.33
99050 - Desk Clerk	14.18
99095 - Embalmer	24.43
99130 - Flight Follower	28.37
99251 - Laboratory Animal Caretaker I	15.28
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	30.03
99310 - Mortician	24.43
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	21.35
99710 - Recycling Laborer	26.40
99711 - Recycling Specialist	31.57
99730 - Refuse Collector	24.57
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	18.44
99830 - Survey Party Chief	32.22
99831 - Surveying Aide	21.05
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.90
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 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.: 2015-5637
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: California

Area: California Counties of San Francisco San Mateo

OCCUPATION NOTE:

Janitor: The rate listed on this WD for the ""Janitor"" occupation applies only to San Mateo county. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.08
01012 - Accounting Clerk II		23.66
01013 - Accounting Clerk III		26.48

01020 - Administrative Assistant	38.59
01035 - Court Reporter	44.98
01041 - Customer Service Representative I	19.06
01042 - Customer Service Representative II	21.43
01043 - Customer Service Representative III	23.38
01051 - Data Entry Operator I	18.03
01052 - Data Entry Operator II	19.68
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	17.31
01090 - Duplicating Machine Operator	17.31
01111 - General Clerk I	17.29
01112 - General Clerk II	18.87
01113 - General Clerk III	21.18
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	19.09
01191 - Order Clerk I	19.22
01192 - Order Clerk II	20.98
01261 - Personnel Assistant (Employment) I	20.61
01262 - Personnel Assistant (Employment) II	23.06
01263 - Personnel Assistant (Employment) III	25.70
01270 - Production Control Clerk	29.38
01290 - Rental Clerk	19.43
01300 - Scheduler Maintenance	23.30
01311 - Secretary I	23.30
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	38.59
01420 - Survey Worker	27.00
01460 - Switchboard Operator/Receptionist	18.08
01531 - Travel Clerk I	18.65
01532 - Travel Clerk II	20.98
01533 - Travel Clerk III	23.63
01611 - Word Processor I	25.85
01612 - Word Processor II	29.02
01613 - Word Processor III	32.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.95
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	23.29
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.95
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.95
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter Automotive	24.75
05340 - Radiator Repair Specialist	23.66

05370 - Tire Repairer		18.14
05400 - Transmission Repair Specialist		25.95
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.24
07041 - Cook I		18.08
07042 - Cook II		20.52
07070 - Dishwasher		14.73
07130 - Food Service Worker		14.92
07210 - Meat Cutter		19.51
07260 - Waiter/Waitress		14.68
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.61
09040 - Furniture Handler		16.69
09080 - Furniture Refinisher		24.00
09090 - Furniture Refinisher Helper		19.60
09110 - Furniture Repairer Minor		21.31
09130 - Upholsterer		23.25
11000 - General Services And Support Occupations		
11030 - Cleaner Vehicles		15.39
11060 - Elevator Operator		15.39
11090 - Gardener		24.79
11122 - Housekeeping Aide		16.69
11150 - Janitor	(see 1)	16.69
11210 - Laborer Grounds Maintenance		19.08
11240 - Maid or Houseman		18.96
11260 - Pruner		17.19
11270 - Tractor Operator		22.91
11330 - Trail Maintenance Worker		19.08
11360 - Window Cleaner		18.55
12000 - Health Occupations		
12010 - Ambulance Driver		23.48
12011 - Breath Alcohol Technician		29.12
12012 - Certified Occupational Therapist Assistant		37.17
12015 - Certified Physical Therapist Assistant		35.41
12020 - Dental Assistant		24.75
12025 - Dental Hygienist		55.77
12030 - EKG Technician		40.40
12035 - Electroneurodiagnostic Technologist		40.40
12040 - Emergency Medical Technician		23.48
12071 - Licensed Practical Nurse I		26.03
12072 - Licensed Practical Nurse II		29.12
12073 - Licensed Practical Nurse III		32.46
12100 - Medical Assistant		23.27
12130 - Medical Laboratory Technician		30.77
12160 - Medical Record Clerk		23.60
12190 - Medical Record Technician		26.41
12195 - Medical Transcriptionist		27.36
12210 - Nuclear Medicine Technologist		60.74
12221 - Nursing Assistant I		16.15
12222 - Nursing Assistant II		18.16

12223 - Nursing Assistant III		19.81
12224 - Nursing Assistant IV		22.24
12235 - Optical Dispenser		25.61
12236 - Optical Technician		24.22
12250 - Pharmacy Technician		24.67
12280 - Phlebotomist		25.92
12305 - Radiologic Technologist		50.59
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		36.07
12320 - Substance Abuse Treatment Counselor		26.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.70
13012 - Exhibits Specialist II		31.84
13013 - Exhibits Specialist III		38.94
13041 - Illustrator I		29.12
13042 - Illustrator II		36.07
13043 - Illustrator III		44.12
13047 - Librarian		41.29
13050 - Library Aide/Clerk		22.28
13054 - Library Information Technology Systems Administrator		37.28
13058 - Library Technician		28.71
13061 - Media Specialist I		26.90
13062 - Media Specialist II		30.10
13063 - Media Specialist III		33.54
13071 - Photographer I		22.43
13072 - Photographer II		25.09
13073 - Photographer III		31.05
13074 - Photographer IV		38.02
13075 - Photographer V		45.99
13090 - Technical Order Library Clerk		24.54
13110 - Video Teleconference Technician		28.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
14071 - Computer Programmer I	(see 2)	
14072 - Computer Programmer II	(see 2)	
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	
14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	

14150 - Peripheral Equipment Operator	21.78
14160 - Personal Computer Support Technician	30.17
14170 - System Support Specialist	40.89
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.84
15020 - Aircrew Training Devices Instructor (Rated)	48.21
15030 - Air Crew Training Devices Instructor (Pilot)	57.78
15050 - Computer Based Training Specialist / Instructor	39.84
15060 - Educational Technologist	35.06
15070 - Flight Instructor (Pilot)	57.78
15080 - Graphic Artist	35.46
15085 - Maintenance Test Pilot Fixed Jet/Prop	57.78
15086 - Maintenance Test Pilot Rotary Wing	57.78
15088 - Non-Maintenance Test/Co-Pilot	57.78
15090 - Technical Instructor	33.03
15095 - Technical Instructor/Course Developer	40.40
15110 - Test Proctor	26.67
15120 - Tutor	26.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.44
16030 - Counter Attendant	18.44
16040 - Dry Cleaner	21.08
16070 - Finisher Flatwork Machine	18.44
16090 - Presser Hand	18.44
16110 - Presser Machine Drycleaning	18.44
16130 - Presser Machine Shirts	18.44
16160 - Presser Machine Wearing Apparel Laundry	18.44
16190 - Sewing Machine Operator	21.96
16220 - Tailor	22.84
16250 - Washer Machine	19.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.12
19040 - Tool And Die Maker	34.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.16
21030 - Material Coordinator	29.38
21040 - Material Expediter	29.38
21050 - Material Handling Laborer	18.02
21071 - Order Filler	16.06
21080 - Production Line Worker (Food Processing)	20.16
21110 - Shipping Packer	19.07
21130 - Shipping/Receiving Clerk	19.07
21140 - Store Worker I	17.56
21150 - Stock Clerk	23.04
21210 - Tools And Parts Attendant	20.16
21410 - Warehouse Specialist	20.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.47
23019 - Aircraft Logs and Records Technician	30.16
23021 - Aircraft Mechanic I	35.66

23022 - Aircraft Mechanic II 37.47
23023 - Aircraft Mechanic III 39.06
23040 - Aircraft Mechanic Helper 26.06
23050 - Aircraft Painter 33.82
23060 - Aircraft Servicer 30.16
23070 - Aircraft Survival Flight Equipment Technician 33.82
23080 - Aircraft Worker 32.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.66
23110 - Appliance Mechanic 26.52
23120 - Bicycle Repairer 22.47
23125 - Cable Splicer 39.55
23130 - Carpenter Maintenance 32.68
23140 - Carpet Layer 31.96
23160 - Electrician Maintenance 49.53
23181 - Electronics Technician Maintenance I 31.60
23182 - Electronics Technician Maintenance II 33.39
23183 - Electronics Technician Maintenance III 35.20
23260 - Fabric Worker 26.60
23290 - Fire Alarm System Mechanic 26.76
23310 - Fire Extinguisher Repairer 28.20
23311 - Fuel Distribution System Mechanic 35.95
23312 - Fuel Distribution System Operator 28.42
23370 - General Maintenance Worker 26.76
23380 - Ground Support Equipment Mechanic 35.66
23381 - Ground Support Equipment Servicer 30.16
23382 - Ground Support Equipment Worker 32.01
23391 - Gunsmith I 28.20
23392 - Gunsmith II 32.01
23393 - Gunsmith III 35.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 32.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.08
23430 - Heavy Equipment Mechanic 36.26
23440 - Heavy Equipment Operator 43.35
23460 - Instrument Mechanic 38.10
23465 - Laboratory/Shelter Mechanic 33.82
23470 - Laborer 17.72
23510 - Locksmith 27.47
23530 - Machinery Maintenance Mechanic 37.64
23550 - Machinist Maintenance 29.58
23580 - Maintenance Trades Helper 18.69
23591 - Metrology Technician I 38.10
23592 - Metrology Technician II 40.04
23593 - Metrology Technician III 41.74
23640 - Millwright 39.55
23710 - Office Appliance Repairer 23.08

23760 - Painter Maintenance 30.54
23790 - Pipefitter Maintenance 37.40
23810 - Plumber Maintenance 35.47
23820 - Pneudraulic Systems Mechanic 35.66
23850 - Rigger 35.44
23870 - Scale Mechanic 32.01
23890 - Sheet-Metal Worker Maintenance 36.39
23910 - Small Engine Mechanic 23.14
23931 - Telecommunications Mechanic I 32.99
23932 - Telecommunications Mechanic II 34.68
23950 - Telephone Lineman 32.39
23960 - Welder Combination Maintenance 32.75
23965 - Well Driller 33.43
23970 - Woodcraft Worker 35.66
23980 - Woodworker 28.20
24000 - Personal Needs Occupations
24550 - Case Manager 22.10
24570 - Child Care Attendant 16.81
24580 - Child Care Center Clerk 20.97
24610 - Chore Aide 13.83
24620 - Family Readiness And Support Services Coordinator 22.10
24630 - Homemaker 22.10
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 50.25
25040 - Sewage Plant Operator 45.83
25070 - Stationary Engineer 50.25
25190 - Ventilation Equipment Tender 36.73
25210 - Water Treatment Plant Operator 45.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 38.27
27007 - Baggage Inspector 17.83
27008 - Corrections Officer 44.13
27010 - Court Security Officer 44.13
27030 - Detection Dog Handler 25.35
27040 - Detention Officer 44.13
27070 - Firefighter 47.89
27101 - Guard I 17.83
27102 - Guard II 25.35
27131 - Police Officer I 52.64
27132 - Police Officer II 58.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.32
28042 - Carnival Equipment Repairer 19.83
28043 - Carnival Worker 13.73
28210 - Gate Attendant/Gate Tender 21.94
28310 - Lifeguard 14.56
28350 - Park Attendant (Aide) 24.54
28510 - Recreation Aide/Health Facility Attendant 17.91
28515 - Recreation Specialist 30.40

28630 - Sports Official	19.54
28690 - Swimming Pool Operator	22.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	38.57
29020 - Hatch Tender	38.57
29030 - Line Handler	38.57
29041 - Stevedore I	36.34
29042 - Stevedore II	40.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 3)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 3)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 3)	36.95
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	35.99
30051 - Cryogenic Technician I	32.83
30052 - Cryogenic Technician II	36.26
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	31.23
30095 - Evidence Control Specialist	29.65
30210 - Laboratory Technician	25.97
30221 - Latent Fingerprint Technician I	44.27
30222 - Latent Fingerprint Technician II	48.89
30240 - Mathematical Technician	39.48
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30375 - Petroleum Supply Specialist	36.26
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	36.26
30461 - Technical Writer I	32.66
30462 - Technical Writer II	39.96
30463 - Technical Writer III	48.33
30491 - Unexploded Ordnance (UXO) Technician I	30.92
30492 - Unexploded Ordnance (UXO) Technician II	37.41
30493 - Unexploded Ordnance (UXO) Technician III	44.84
30494 - Unexploded (UXO) Safety Escort	30.92
30495 - Unexploded (UXO) Sweep Personnel	30.92

30501 - Weather Forecaster I		35.81
30502 - Weather Forecaster II		43.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 3)	30.99
30621 - Weather Observer Senior	(see 3)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.41
31020 - Bus Aide		19.69
31030 - Bus Driver		27.37
31043 - Driver Courier		19.58
31260 - Parking and Lot Attendant		15.35
31290 - Shuttle Bus Driver		21.19
31310 - Taxi Driver		19.72
31361 - Truckdriver Light		21.19
31362 - Truckdriver Medium		22.70
31363 - Truckdriver Heavy		24.77
31364 - Truckdriver Tractor-Trailer		24.77
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.24
99030 - Cashier		14.66
99050 - Desk Clerk		18.65
99095 - Embalmer		29.47
99130 - Flight Follower		30.92
99251 - Laboratory Animal Caretaker I		17.20
99252 - Laboratory Animal Caretaker II		18.61
99260 - Marketing Analyst		41.74
99310 - Mortician		29.47
99410 - Pest Controller		24.35
99510 - Photofinishing Worker		21.42
99710 - Recycling Laborer		32.11
99711 - Recycling Specialist		38.15
99730 - Refuse Collector		28.90
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		19.32
99830 - Survey Party Chief		54.14
99831 - Surveying Aide		31.30
99832 - Surveying Technician		36.92
99840 - Vending Machine Attendant		17.15
99841 - Vending Machine Repairer		20.06
99842 - Vending Machine Repairer Helper		17.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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 12 years. Length of service includes the whole span of continuous service 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) JANITOR: The rate listed on this WD for the ""Janitor"" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage 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 Division of Director Wage Determinations	Wage Determination No.: 2015-5638 Revision No.: 16 Date Of Last Revision: 06/13/2020

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: California

Area: California Counties of San Francisco San Mateo

OCCUPATION NOTE:

Janitor: The rate listed on this WD for the ""Janitor"" occupation applies only to San Mateo county. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	21.08
01012 - Accounting Clerk II	23.66
01013 - Accounting Clerk III	26.48
01020 - Administrative Assistant	38.59
01035 - Court Reporter	44.98
01041 - Customer Service Representative I	19.06
01042 - Customer Service Representative II	21.43
01043 - Customer Service Representative III	23.38
01051 - Data Entry Operator I	18.03
01052 - Data Entry Operator II	19.68
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	17.31
01090 - Duplicating Machine Operator	17.31
01111 - General Clerk I	17.29
01112 - General Clerk II	18.87
01113 - General Clerk III	21.18
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	19.09
01191 - Order Clerk I	19.22
01192 - Order Clerk II	20.98
01261 - Personnel Assistant (Employment) I	20.61
01262 - Personnel Assistant (Employment) II	23.06
01263 - Personnel Assistant (Employment) III	25.70
01270 - Production Control Clerk	29.38
01290 - Rental Clerk	19.43
01300 - Scheduler Maintenance	23.30
01311 - Secretary I	23.30
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	38.59
01420 - Survey Worker	27.00
01460 - Switchboard Operator/Receptionist	18.08
01531 - Travel Clerk I	18.65
01532 - Travel Clerk II	20.98
01533 - Travel Clerk III	23.63
01611 - Word Processor I	25.85
01612 - Word Processor II	29.02
01613 - Word Processor III	32.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.95
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	23.29
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.95
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.95
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61

05280 - Motor Vehicle Wrecker		23.66
05310 - Painter Automotive		24.75
05340 - Radiator Repair Specialist		23.66
05370 - Tire Repairer		18.14
05400 - Transmission Repair Specialist		25.95
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.24
07041 - Cook I		18.08
07042 - Cook II		20.52
07070 - Dishwasher		14.73
07130 - Food Service Worker		14.92
07210 - Meat Cutter		19.51
07260 - Waiter/Waitress		14.68
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.61
09040 - Furniture Handler		16.69
09080 - Furniture Refinisher		24.00
09090 - Furniture Refinisher Helper		19.60
09110 - Furniture Repairer Minor		21.31
09130 - Upholsterer		23.25
11000 - General Services And Support Occupations		
11030 - Cleaner Vehicles		15.39
11060 - Elevator Operator		15.39
11090 - Gardener		24.79
11122 - Housekeeping Aide		16.69
11150 - Janitor	(see 1)	16.69
11210 - Laborer Grounds Maintenance		19.08
11240 - Maid or Houseman		18.96
11260 - Pruner		17.19
11270 - Tractor Operator		22.91
11330 - Trail Maintenance Worker		19.08
11360 - Window Cleaner		18.55
12000 - Health Occupations		
12010 - Ambulance Driver		23.48
12011 - Breath Alcohol Technician		29.12
12012 - Certified Occupational Therapist Assistant		37.17
12015 - Certified Physical Therapist Assistant		35.41
12020 - Dental Assistant		24.75
12025 - Dental Hygienist		55.77
12030 - EKG Technician		40.40
12035 - Electroneurodiagnostic Technologist		40.40
12040 - Emergency Medical Technician		23.48
12071 - Licensed Practical Nurse I		26.03
12072 - Licensed Practical Nurse II		29.12
12073 - Licensed Practical Nurse III		32.46
12100 - Medical Assistant		23.27
12130 - Medical Laboratory Technician		30.77
12160 - Medical Record Clerk		23.60
12190 - Medical Record Technician		26.41
12195 - Medical Transcriptionist		27.36

12210 - Nuclear Medicine Technologist		60.74
12221 - Nursing Assistant I		16.15
12222 - Nursing Assistant II		18.16
12223 - Nursing Assistant III		19.81
12224 - Nursing Assistant IV		22.24
12235 - Optical Dispenser		25.61
12236 - Optical Technician		24.22
12250 - Pharmacy Technician		24.67
12280 - Phlebotomist		25.92
12305 - Radiologic Technologist		50.59
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		36.07
12320 - Substance Abuse Treatment Counselor		26.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.70
13012 - Exhibits Specialist II		31.84
13013 - Exhibits Specialist III		38.94
13041 - Illustrator I		29.12
13042 - Illustrator II		36.07
13043 - Illustrator III		44.12
13047 - Librarian		41.29
13050 - Library Aide/Clerk		22.28
13054 - Library Information Technology Systems Administrator		37.28
13058 - Library Technician		28.71
13061 - Media Specialist I		26.90
13062 - Media Specialist II		30.10
13063 - Media Specialist III		33.54
13071 - Photographer I		22.43
13072 - Photographer II		25.09
13073 - Photographer III		31.05
13074 - Photographer IV		38.02
13075 - Photographer V		45.99
13090 - Technical Order Library Clerk		24.54
13110 - Video Teleconference Technician		28.09
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
14071 - Computer Programmer I	(see 2)	
14072 - Computer Programmer II	(see 2)	
14073 - Computer Programmer III	(see 2)	
14074 - Computer Programmer IV	(see 2)	

14101 - Computer Systems Analyst I	(see 2)	
14102 - Computer Systems Analyst II	(see 2)	
14103 - Computer Systems Analyst III	(see 2)	
14150 - Peripheral Equipment Operator		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		40.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.84
15020 - Aircrew Training Devices Instructor (Rated)		48.21
15030 - Air Crew Training Devices Instructor (Pilot)		57.78
15050 - Computer Based Training Specialist / Instructor		39.84
15060 - Educational Technologist		35.06
15070 - Flight Instructor (Pilot)		57.78
15080 - Graphic Artist		35.46
15085 - Maintenance Test Pilot Fixed Jet/Prop		57.78
15086 - Maintenance Test Pilot Rotary Wing		57.78
15088 - Non-Maintenance Test/Co-Pilot		57.78
15090 - Technical Instructor		33.03
15095 - Technical Instructor/Course Developer		40.40
15110 - Test Proctor		26.67
15120 - Tutor		26.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		18.44
16030 - Counter Attendant		18.44
16040 - Dry Cleaner		21.08
16070 - Finisher Flatwork Machine		18.44
16090 - Presser Hand		18.44
16110 - Presser Machine Drycleaning		18.44
16130 - Presser Machine Shirts		18.44
16160 - Presser Machine Wearing Apparel Laundry		18.44
16190 - Sewing Machine Operator		21.96
16220 - Tailor		22.84
16250 - Washer Machine		19.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.12
19040 - Tool And Die Maker		34.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.16
21030 - Material Coordinator		29.38
21040 - Material Expediter		29.38
21050 - Material Handling Laborer		18.02
21071 - Order Filler		16.06
21080 - Production Line Worker (Food Processing)		20.16
21110 - Shipping Packer		19.07
21130 - Shipping/Receiving Clerk		19.07
21140 - Store Worker I		17.56
21150 - Stock Clerk		23.04
21210 - Tools And Parts Attendant		20.16
21410 - Warehouse Specialist		20.16
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder 37.47
23019 - Aircraft Logs and Records Technician 30.16
23021 - Aircraft Mechanic I 35.66
23022 - Aircraft Mechanic II 37.47
23023 - Aircraft Mechanic III 39.06
23040 - Aircraft Mechanic Helper 26.06
23050 - Aircraft Painter 33.82
23060 - Aircraft Servicer 30.16
23070 - Aircraft Survival Flight Equipment Technician 33.82
23080 - Aircraft Worker 32.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.66
23110 - Appliance Mechanic 26.52
23120 - Bicycle Repairer 22.47
23125 - Cable Splicer 39.55
23130 - Carpenter Maintenance 32.68
23140 - Carpet Layer 31.96
23160 - Electrician Maintenance 49.53
23181 - Electronics Technician Maintenance I 31.60
23182 - Electronics Technician Maintenance II 33.39
23183 - Electronics Technician Maintenance III 35.20
23260 - Fabric Worker 26.60
23290 - Fire Alarm System Mechanic 26.76
23310 - Fire Extinguisher Repairer 28.20
23311 - Fuel Distribution System Mechanic 35.95
23312 - Fuel Distribution System Operator 28.42
23370 - General Maintenance Worker 26.76
23380 - Ground Support Equipment Mechanic 35.66
23381 - Ground Support Equipment Servicer 30.16
23382 - Ground Support Equipment Worker 32.01
23391 - Gunsmith I 28.20
23392 - Gunsmith II 32.01
23393 - Gunsmith III 35.66
23410 - Heating Ventilation And Air-Conditioning Mechanic 32.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.08
23430 - Heavy Equipment Mechanic 36.26
23440 - Heavy Equipment Operator 43.35
23460 - Instrument Mechanic 38.10
23465 - Laboratory/Shelter Mechanic 33.82
23470 - Laborer 17.72
23510 - Locksmith 27.47
23530 - Machinery Maintenance Mechanic 37.64
23550 - Machinist Maintenance 29.58
23580 - Maintenance Trades Helper 18.69
23591 - Metrology Technician I 38.10
23592 - Metrology Technician II 40.04

23593 - Metrology Technician III 41.74
23640 - Millwright 39.55
23710 - Office Appliance Repairer 23.08
23760 - Painter Maintenance 30.54
23790 - Pipefitter Maintenance 37.40
23810 - Plumber Maintenance 35.47
23820 - Pneudraulic Systems Mechanic 35.66
23850 - Rigger 35.44
23870 - Scale Mechanic 32.01
23890 - Sheet-Metal Worker Maintenance 36.39
23910 - Small Engine Mechanic 23.14
23931 - Telecommunications Mechanic I 32.99
23932 - Telecommunications Mechanic II 34.68
23950 - Telephone Lineman 32.39
23960 - Welder Combination Maintenance 32.75
23965 - Well Driller 33.43
23970 - Woodcraft Worker 35.66
23980 - Woodworker 28.20
24000 - Personal Needs Occupations
24550 - Case Manager 22.10
24570 - Child Care Attendant 16.81
24580 - Child Care Center Clerk 20.97
24610 - Chore Aide 13.83
24620 - Family Readiness And Support Services Coordinator 22.10
24630 - Homemaker 22.10
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 50.25
25040 - Sewage Plant Operator 45.83
25070 - Stationary Engineer 50.25
25190 - Ventilation Equipment Tender 36.73
25210 - Water Treatment Plant Operator 45.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 38.27
27007 - Baggage Inspector 17.83
27008 - Corrections Officer 44.13
27010 - Court Security Officer 44.13
27030 - Detection Dog Handler 25.35
27040 - Detention Officer 44.13
27070 - Firefighter 47.89
27101 - Guard I 17.83
27102 - Guard II 25.35
27131 - Police Officer I 52.64
27132 - Police Officer II 58.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.32
28042 - Carnival Equipment Repairer 19.83
28043 - Carnival Worker 13.73
28210 - Gate Attendant/Gate Tender 21.94
28310 - Lifeguard 14.56

28350 - Park Attendant (Aide)		24.54
28510 - Recreation Aide/Health Facility Attendant		17.91
28515 - Recreation Specialist		30.40
28630 - Sports Official		19.54
28690 - Swimming Pool Operator		22.50
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		38.57
29020 - Hatch Tender		38.57
29030 - Line Handler		38.57
29041 - Stevedore I		36.34
29042 - Stevedore II		40.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 3)	48.66
30011 - Air Traffic Control Specialist Station (HFO)	(see 3)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 3)	36.95
30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		35.99
30051 - Cryogenic Technician I		32.83
30052 - Cryogenic Technician II		36.26
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		31.23
30095 - Evidence Control Specialist		29.65
30210 - Laboratory Technician		25.97
30221 - Latent Fingerprint Technician I		44.27
30222 - Latent Fingerprint Technician II		48.89
30240 - Mathematical Technician		39.48
30361 - Paralegal/Legal Assistant I		23.52
30362 - Paralegal/Legal Assistant II		29.13
30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
30375 - Petroleum Supply Specialist		36.26
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		36.26
30461 - Technical Writer I		32.66
30462 - Technical Writer II		39.96
30463 - Technical Writer III		48.33
30491 - Unexploded Ordnance (UXO) Technician I		30.92
30492 - Unexploded Ordnance (UXO) Technician II		37.41

30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 35.81
30502 - Weather Forecaster II 43.55
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 3) 30.99
30621 - Weather Observer Senior (see 3) 32.89
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 19.69
31030 - Bus Driver 27.37
31043 - Driver Courier 19.58
31260 - Parking and Lot Attendant 15.35
31290 - Shuttle Bus Driver 21.19
31310 - Taxi Driver 19.72
31361 - Truckdriver Light 21.19
31362 - Truckdriver Medium 22.70
31363 - Truckdriver Heavy 24.77
31364 - Truckdriver Tractor-Trailer 24.77
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.24
99030 - Cashier 14.66
99050 - Desk Clerk 18.65
99095 - Embalmer 29.47
99130 - Flight Follower 30.92
99251 - Laboratory Animal Caretaker I 17.20
99252 - Laboratory Animal Caretaker II 18.61
99260 - Marketing Analyst 41.74
99310 - Mortician 29.47
99410 - Pest Controller 24.35
99510 - Photofinishing Worker 21.42
99710 - Recycling Laborer 32.11
99711 - Recycling Specialist 38.15
99730 - Refuse Collector 28.90
99810 - Sales Clerk 15.51
99820 - School Crossing Guard 19.32
99830 - Survey Party Chief 54.14
99831 - Surveying Aide 31.30
99832 - Surveying Technician 36.92
99840 - Vending Machine Attendant 17.15
99841 - Vending Machine Repairer 20.06
99842 - Vending Machine Repairer Helper 17.15

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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 12 years. Length of service includes the whole span of continuous service 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) JANITOR: The rate listed on this WD for the ""Janitor"" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

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

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

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

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

A 4 percent differential is applicable to employees employed in a position that

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

dated September 2015 unless otherwise indicated.

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the

authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

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

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

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

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

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

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage 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.: 2015-5639
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: California

Area: California County of San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.33
01012 - Accounting Clerk II		22.82
01013 - Accounting Clerk III		25.54
01020 - Administrative Assistant		38.63
01035 - Court Reporter		23.69
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.87
01043 - Customer Service Representative III		21.69
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.17
01070 - Document Preparation Clerk		17.97
01090 - Duplicating Machine Operator		17.97
01111 - General Clerk I		17.54
01112 - General Clerk II		19.14

01113 - General Clerk III	21.49
01120 - Housing Referral Assistant	23.96
01141 - Messenger Courier	20.78
01191 - Order Clerk I	18.39
01192 - Order Clerk II	20.07
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.02
01263 - Personnel Assistant (Employment) III	24.54
01270 - Production Control Clerk	29.03
01290 - Rental Clerk	18.43
01300 - Scheduler Maintenance	19.25
01311 - Secretary I	19.25
01312 - Secretary II	21.45
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	19.81
01410 - Supply Technician	38.63
01420 - Survey Worker	23.98
01460 - Switchboard Operator/Receptionist	17.90
01531 - Travel Clerk I	18.39
01532 - Travel Clerk II	19.51
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.88
01612 - Word Processor II	21.19
01613 - Word Processor III	23.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.68
05010 - Automotive Electrician	24.79
05040 - Automotive Glass Installer	23.51
05070 - Automotive Worker	23.51
05110 - Mobile Equipment Servicer	20.89
05130 - Motor Equipment Metal Mechanic	26.08
05160 - Motor Equipment Metal Worker	23.51
05190 - Motor Vehicle Mechanic	26.08
05220 - Motor Vehicle Mechanic Helper	19.49
05250 - Motor Vehicle Upholstery Worker	22.23
05280 - Motor Vehicle Wrecker	23.51
05310 - Painter Automotive	24.79
05340 - Radiator Repair Specialist	23.51
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	26.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.93
07041 - Cook I	18.38
07042 - Cook II	20.69
07070 - Dishwasher	13.97
07130 - Food Service Worker	14.88
07210 - Meat Cutter	18.15
07260 - Waiter/Waitress	13.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.86

09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.17
11060 - Elevator Operator	15.62
11090 - Gardener	23.59
11122 - Housekeeping Aide	16.40
11150 - Janitor	16.40
11210 - Laborer Grounds Maintenance	18.80
11240 - Maid or Houseman	16.61
11260 - Pruner	17.21
11270 - Tractor Operator	22.01
11330 - Trail Maintenance Worker	18.80
11360 - Window Cleaner	17.92
12000 - Health Occupations	
12010 - Ambulance Driver	23.27
12011 - Breath Alcohol Technician	28.34
12012 - Certified Occupational Therapist Assistant	28.51
12015 - Certified Physical Therapist Assistant	35.35
12020 - Dental Assistant	26.40
12025 - Dental Hygienist	58.56
12030 - EKG Technician	33.77
12035 - Electroneurodiagnostic Technologist	33.77
12040 - Emergency Medical Technician	23.27
12071 - Licensed Practical Nurse I	25.33
12072 - Licensed Practical Nurse II	28.34
12073 - Licensed Practical Nurse III	31.59
12100 - Medical Assistant	21.95
12130 - Medical Laboratory Technician	29.30
12160 - Medical Record Clerk	24.23
12190 - Medical Record Technician	27.11
12195 - Medical Transcriptionist	23.05
12210 - Nuclear Medicine Technologist	57.80
12221 - Nursing Assistant I	13.44
12222 - Nursing Assistant II	15.11
12223 - Nursing Assistant III	16.49
12224 - Nursing Assistant IV	18.51
12235 - Optical Dispenser	23.11
12236 - Optical Technician	22.82
12250 - Pharmacy Technician	21.37
12280 - Phlebotomist	22.80
12305 - Radiologic Technologist	43.07
12311 - Registered Nurse I	39.67
12312 - Registered Nurse II	48.52
12313 - Registered Nurse II Specialist	48.52
12314 - Registered Nurse III	61.74
12315 - Registered Nurse III Anesthetist	61.74

12316 - Registered Nurse IV		70.37
12317 - Scheduler (Drug and Alcohol Testing)		35.10
12320 - Substance Abuse Treatment Counselor		23.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.76
13012 - Exhibits Specialist II		28.19
13013 - Exhibits Specialist III		34.49
13041 - Illustrator I		29.53
13042 - Illustrator II		36.58
13043 - Illustrator III		44.74
13047 - Librarian		40.51
13050 - Library Aide/Clerk		20.87
13054 - Library Information Technology Systems Administrator		36.58
13058 - Library Technician		26.40
13061 - Media Specialist I		25.33
13062 - Media Specialist II		28.14
13063 - Media Specialist III		31.23
13071 - Photographer I		19.22
13072 - Photographer II		21.51
13073 - Photographer III		26.64
13074 - Photographer IV		32.58
13075 - Photographer V		39.42
13090 - Technical Order Library Clerk		26.49
13110 - Video Teleconference Technician		24.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.54
14042 - Computer Operator II		21.86
14043 - Computer Operator III		24.35
14044 - Computer Operator IV		27.07
14045 - Computer Operator V		29.85
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		19.54
14160 - Personal Computer Support Technician		27.07
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.41
15020 - Aircrew Training Devices Instructor (Rated)		47.67
15030 - Air Crew Training Devices Instructor (Pilot)		57.02
15050 - Computer Based Training Specialist / Instructor		39.41
15060 - Educational Technologist		36.31
15070 - Flight Instructor (Pilot)		57.02
15080 - Graphic Artist		32.35
15085 - Maintenance Test Pilot Fixed Jet/Prop		57.14

15086 - Maintenance Test Pilot Rotary Wing 57.14
15088 - Non-Maintenance Test/Co-Pilot 57.14
15090 - Technical Instructor 32.24
15095 - Technical Instructor/Course Developer 39.44
15110 - Test Proctor 26.03
15120 - Tutor 26.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.71
16030 - Counter Attendant 17.71
16040 - Dry Cleaner 20.25
16070 - Finisher Flatwork Machine 17.71
16090 - Presser Hand 17.71
16110 - Presser Machine Drycleaning 17.71
16130 - Presser Machine Shirts 17.71
16160 - Presser Machine Wearing Apparel Laundry 17.71
16190 - Sewing Machine Operator 21.10
16220 - Tailor 21.95
16250 - Washer Machine 18.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 28.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.25
21030 - Material Coordinator 29.03
21040 - Material Expediter 29.03
21050 - Material Handling Laborer 18.09
21071 - Order Filler 16.06
21080 - Production Line Worker (Food Processing) 21.25
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 17.37
21150 - Stock Clerk 22.17
21210 - Tools And Parts Attendant 21.25
21410 - Warehouse Specialist 21.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.91
23019 - Aircraft Logs and Records Technician 27.36
23021 - Aircraft Mechanic I 32.09
23022 - Aircraft Mechanic II 32.91
23023 - Aircraft Mechanic III 34.29
23040 - Aircraft Mechanic Helper 23.99
23050 - Aircraft Painter 30.51
23060 - Aircraft Servicer 27.36
23070 - Aircraft Survival Flight Equipment Technician 30.51
23080 - Aircraft Worker 28.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.09
23110 - Appliance Mechanic 28.85

23120 - Bicycle Repairer	17.26
23125 - Cable Splicer	37.63
23130 - Carpenter Maintenance	29.34
23140 - Carpet Layer	28.42
23160 - Electrician Maintenance	36.02
23181 - Electronics Technician Maintenance I	26.17
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	29.03
23260 - Fabric Worker	29.50
23290 - Fire Alarm System Mechanic	29.17
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	37.15
23312 - Fuel Distribution System Operator	29.77
23370 - General Maintenance Worker	24.43
23380 - Ground Support Equipment Mechanic	32.09
23381 - Ground Support Equipment Servicer	27.36
23382 - Ground Support Equipment Worker	28.94
23391 - Gunsmith I	27.72
23392 - Gunsmith II	31.20
23393 - Gunsmith III	34.61
23410 - Heating Ventilation And Air-Conditioning Mechanic	33.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.49
23430 - Heavy Equipment Mechanic	36.68
23440 - Heavy Equipment Operator	41.95
23460 - Instrument Mechanic	32.19
23465 - Laboratory/Shelter Mechanic	32.90
23470 - Laborer	18.09
23510 - Locksmith	29.83
23530 - Machinery Maintenance Mechanic	35.81
23550 - Machinist Maintenance	26.57
23580 - Maintenance Trades Helper	22.03
23591 - Metrology Technician I	32.19
23592 - Metrology Technician II	33.75
23593 - Metrology Technician III	35.17
23640 - Millwright	34.61
23710 - Office Appliance Repairer	22.68
23760 - Painter Maintenance	26.80
23790 - Pipefitter Maintenance	31.86
23810 - Plumber Maintenance	30.36
23820 - Pneudraulic Systems Mechanic	34.61
23850 - Rigger	34.61
23870 - Scale Mechanic	31.20
23890 - Sheet-Metal Worker Maintenance	35.18
23910 - Small Engine Mechanic	21.89
23931 - Telecommunications Mechanic I	29.47
23932 - Telecommunications Mechanic II	30.91
23950 - Telephone Lineman	37.63
23960 - Welder Combination Maintenance	24.60

23965 - Well Driller	34.61
23970 - Woodcraft Worker	34.61
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	24.50
24570 - Child Care Attendant	15.02
24580 - Child Care Center Clerk	18.73
24610 - Chore Aide	13.57
24620 - Family Readiness And Support Services Coordinator	24.50
24630 - Homemaker	24.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	46.34
25040 - Sewage Plant Operator	41.41
25070 - Stationary Engineer	46.34
25190 - Ventilation Equipment Tender	34.57
25210 - Water Treatment Plant Operator	41.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.61
27007 - Baggage Inspector	17.29
27008 - Corrections Officer	40.10
27010 - Court Security Officer	42.71
27030 - Detection Dog Handler	19.35
27040 - Detention Officer	40.10
27070 - Firefighter	41.98
27101 - Guard I	17.29
27102 - Guard II	19.35
27131 - Police Officer I	55.29
27132 - Police Officer II	61.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.53
28042 - Carnival Equipment Repairer	17.71
28043 - Carnival Worker	12.92
28210 - Gate Attendant/Gate Tender	23.45
28310 - Lifeguard	14.78
28350 - Park Attendant (Aide)	26.24
28510 - Recreation Aide/Health Facility Attendant	19.14
28515 - Recreation Specialist	25.09
28630 - Sports Official	20.88
28690 - Swimming Pool Operator	19.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.05
29020 - Hatch Tender	32.05
29030 - Line Handler	32.05
29041 - Stevedore I	28.70
29042 - Stevedore II	33.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I		20.25
30022 - Archeological Technician II		22.65
30023 - Archeological Technician III		28.05
30030 - Cartographic Technician		28.05
30040 - Civil Engineering Technician		36.55
30051 - Cryogenic Technician I		29.78
30052 - Cryogenic Technician II		32.89
30061 - Drafter/CAD Operator I		20.25
30062 - Drafter/CAD Operator II		22.65
30063 - Drafter/CAD Operator III		25.24
30064 - Drafter/CAD Operator IV		31.07
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		19.47
30083 - Engineering Technician III		24.33
30084 - Engineering Technician IV		30.39
30085 - Engineering Technician V		34.33
30086 - Engineering Technician VI		39.21
30090 - Environmental Technician		33.95
30095 - Evidence Control Specialist		26.89
30210 - Laboratory Technician		24.74
30221 - Latent Fingerprint Technician I		35.49
30222 - Latent Fingerprint Technician II		39.20
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		23.07
30362 - Paralegal/Legal Assistant II		28.57
30363 - Paralegal/Legal Assistant III		34.95
30364 - Paralegal/Legal Assistant IV		42.28
30375 - Petroleum Supply Specialist		32.89
30390 - Photo-Optics Technician		28.05
30395 - Radiation Control Technician		32.89
30461 - Technical Writer I		36.26
30462 - Technical Writer II		44.33
30463 - Technical Writer III		53.67
30491 - Unexploded Ordnance (UXO) Technician I		30.92
30492 - Unexploded Ordnance (UXO) Technician II		37.41
30493 - Unexploded Ordnance (UXO) Technician III		44.84
30494 - Unexploded (UXO) Safety Escort		30.92
30495 - Unexploded (UXO) Sweep Personnel		30.92
30501 - Weather Forecaster I		31.07
30502 - Weather Forecaster II		37.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.24
30621 - Weather Observer Senior	(see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.41
31020 - Bus Aide		20.32
31030 - Bus Driver		28.07
31043 - Driver Courier		19.65
31260 - Parking and Lot Attendant		14.13
31290 - Shuttle Bus Driver		20.83

31310 - Taxi Driver	15.18
31361 - Truckdriver Light	20.83
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	24.46
31364 - Truckdriver Tractor-Trailer	24.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	16.13
99050 - Desk Clerk	14.69
99095 - Embalmer	27.80
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	21.10
99252 - Laboratory Animal Caretaker II	22.61
99260 - Marketing Analyst	54.20
99310 - Mortician	27.80
99410 - Pest Controller	22.40
99510 - Photofinishing Worker	15.71
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	32.37
99730 - Refuse Collector	25.30
99810 - Sales Clerk	15.08
99820 - School Crossing Guard	20.20
99830 - Survey Party Chief	42.98
99831 - Surveying Aide	22.52
99832 - Surveying Technician	30.83
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
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 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.: 2015-5640
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.33
01012 - Accounting Clerk II		22.82
01013 - Accounting Clerk III		25.54
01020 - Administrative Assistant		38.63
01035 - Court Reporter		23.69
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.87
01043 - Customer Service Representative III		21.69
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		22.17
01070 - Document Preparation Clerk		17.97

01090 - Duplicating Machine Operator	17.97
01111 - General Clerk I	17.54
01112 - General Clerk II	19.14
01113 - General Clerk III	21.49
01120 - Housing Referral Assistant	23.96
01141 - Messenger Courier	20.78
01191 - Order Clerk I	18.39
01192 - Order Clerk II	20.07
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.02
01263 - Personnel Assistant (Employment) III	24.54
01270 - Production Control Clerk	29.03
01290 - Rental Clerk	18.43
01300 - Scheduler Maintenance	19.25
01311 - Secretary I	19.25
01312 - Secretary II	21.45
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	19.81
01410 - Supply Technician	38.63
01420 - Survey Worker	23.98
01460 - Switchboard Operator/Receptionist	17.90
01531 - Travel Clerk I	18.39
01532 - Travel Clerk II	19.51
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.88
01612 - Word Processor II	21.19
01613 - Word Processor III	23.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.68
05010 - Automotive Electrician	24.79
05040 - Automotive Glass Installer	23.51
05070 - Automotive Worker	23.51
05110 - Mobile Equipment Servicer	20.89
05130 - Motor Equipment Metal Mechanic	26.08
05160 - Motor Equipment Metal Worker	23.51
05190 - Motor Vehicle Mechanic	26.08
05220 - Motor Vehicle Mechanic Helper	19.49
05250 - Motor Vehicle Upholstery Worker	22.23
05280 - Motor Vehicle Wrecker	23.51
05310 - Painter Automotive	24.79
05340 - Radiator Repair Specialist	23.51
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	26.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.93
07041 - Cook I	18.38
07042 - Cook II	20.69
07070 - Dishwasher	13.97
07130 - Food Service Worker	14.88
07210 - Meat Cutter	18.15

07260 - Waiter/Waitress	13.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.86
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	19.82
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.17
11060 - Elevator Operator	15.62
11090 - Gardener	23.59
11122 - Housekeeping Aide	16.40
11150 - Janitor	16.40
11210 - Laborer Grounds Maintenance	18.80
11240 - Maid or Houseman	16.61
11260 - Pruner	17.21
11270 - Tractor Operator	22.01
11330 - Trail Maintenance Worker	18.80
11360 - Window Cleaner	17.92
12000 - Health Occupations	
12010 - Ambulance Driver	23.27
12011 - Breath Alcohol Technician	28.34
12012 - Certified Occupational Therapist Assistant	28.51
12015 - Certified Physical Therapist Assistant	35.35
12020 - Dental Assistant	26.40
12025 - Dental Hygienist	58.56
12030 - EKG Technician	33.77
12035 - Electroneurodiagnostic Technologist	33.77
12040 - Emergency Medical Technician	23.27
12071 - Licensed Practical Nurse I	25.33
12072 - Licensed Practical Nurse II	28.34
12073 - Licensed Practical Nurse III	31.59
12100 - Medical Assistant	21.95
12130 - Medical Laboratory Technician	29.30
12160 - Medical Record Clerk	24.23
12190 - Medical Record Technician	27.11
12195 - Medical Transcriptionist	23.05
12210 - Nuclear Medicine Technologist	57.80
12221 - Nursing Assistant I	13.44
12222 - Nursing Assistant II	15.11
12223 - Nursing Assistant III	16.49
12224 - Nursing Assistant IV	18.51
12235 - Optical Dispenser	23.11
12236 - Optical Technician	22.82
12250 - Pharmacy Technician	21.37
12280 - Phlebotomist	22.80
12305 - Radiologic Technologist	43.07
12311 - Registered Nurse I	39.67
12312 - Registered Nurse II	48.52

12313 - Registered Nurse II Specialist		48.52
12314 - Registered Nurse III		61.74
12315 - Registered Nurse III Anesthetist		61.74
12316 - Registered Nurse IV		70.37
12317 - Scheduler (Drug and Alcohol Testing)		35.10
12320 - Substance Abuse Treatment Counselor		23.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.76
13012 - Exhibits Specialist II		28.19
13013 - Exhibits Specialist III		34.49
13041 - Illustrator I		29.53
13042 - Illustrator II		36.58
13043 - Illustrator III		44.74
13047 - Librarian		40.51
13050 - Library Aide/Clerk		20.87
13054 - Library Information Technology Systems Administrator		36.58
13058 - Library Technician		26.40
13061 - Media Specialist I		25.33
13062 - Media Specialist II		28.14
13063 - Media Specialist III		31.23
13071 - Photographer I		19.22
13072 - Photographer II		21.51
13073 - Photographer III		26.64
13074 - Photographer IV		32.58
13075 - Photographer V		39.42
13090 - Technical Order Library Clerk		26.49
13110 - Video Teleconference Technician		24.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.54
14042 - Computer Operator II		21.86
14043 - Computer Operator III		24.35
14044 - Computer Operator IV		27.07
14045 - Computer Operator V		29.85
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		19.54
14160 - Personal Computer Support Technician		27.07
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.41
15020 - Aircrew Training Devices Instructor (Rated)		47.67
15030 - Air Crew Training Devices Instructor (Pilot)		57.02
15050 - Computer Based Training Specialist / Instructor		39.41
15060 - Educational Technologist		36.31

15070 - Flight Instructor (Pilot) 57.02
15080 - Graphic Artist 32.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 57.14
15086 - Maintenance Test Pilot Rotary Wing 57.14
15088 - Non-Maintenance Test/Co-Pilot 57.14
15090 - Technical Instructor 32.24
15095 - Technical Instructor/Course Developer 39.44
15110 - Test Proctor 26.03
15120 - Tutor 26.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.71
16030 - Counter Attendant 17.71
16040 - Dry Cleaner 20.25
16070 - Finisher Flatwork Machine 17.71
16090 - Presser Hand 17.71
16110 - Presser Machine Drycleaning 17.71
16130 - Presser Machine Shirts 17.71
16160 - Presser Machine Wearing Apparel Laundry 17.71
16190 - Sewing Machine Operator 21.10
16220 - Tailor 21.95
16250 - Washer Machine 18.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 28.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.25
21030 - Material Coordinator 29.03
21040 - Material Expediter 29.03
21050 - Material Handling Laborer 18.09
21071 - Order Filler 16.06
21080 - Production Line Worker (Food Processing) 21.25
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 17.37
21150 - Stock Clerk 22.17
21210 - Tools And Parts Attendant 21.25
21410 - Warehouse Specialist 21.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.91
23019 - Aircraft Logs and Records Technician 27.36
23021 - Aircraft Mechanic I 32.09
23022 - Aircraft Mechanic II 32.91
23023 - Aircraft Mechanic III 34.29
23040 - Aircraft Mechanic Helper 23.99
23050 - Aircraft Painter 30.51
23060 - Aircraft Servicer 27.36
23070 - Aircraft Survival Flight Equipment Technician 30.51
23080 - Aircraft Worker 28.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.94

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.09
II
23110 - Appliance Mechanic 28.85
23120 - Bicycle Repairer 17.26
23125 - Cable Splicer 37.63
23130 - Carpenter Maintenance 29.34
23140 - Carpet Layer 28.42
23160 - Electrician Maintenance 36.02
23181 - Electronics Technician Maintenance I 26.17
23182 - Electronics Technician Maintenance II 27.59
23183 - Electronics Technician Maintenance III 29.03
23260 - Fabric Worker 29.50
23290 - Fire Alarm System Mechanic 29.17
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 37.15
23312 - Fuel Distribution System Operator 29.77
23370 - General Maintenance Worker 24.43
23380 - Ground Support Equipment Mechanic 32.09
23381 - Ground Support Equipment Servicer 27.36
23382 - Ground Support Equipment Worker 28.94
23391 - Gunsmith I 27.72
23392 - Gunsmith II 31.20
23393 - Gunsmith III 34.61
23410 - Heating Ventilation And Air-Conditioning 33.92
Mechanic
23411 - Heating Ventilation And Air Contidioning 35.49
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 36.68
23440 - Heavy Equipment Operator 41.95
23460 - Instrument Mechanic 32.19
23465 - Laboratory/Shelter Mechanic 32.90
23470 - Laborer 18.09
23510 - Locksmith 29.83
23530 - Machinery Maintenance Mechanic 35.81
23550 - Machinist Maintenance 26.57
23580 - Maintenance Trades Helper 22.03
23591 - Metrology Technician I 32.19
23592 - Metrology Technician II 33.75
23593 - Metrology Technician III 35.17
23640 - Millwright 34.61
23710 - Office Appliance Repairer 22.68
23760 - Painter Maintenance 26.80
23790 - Pipefitter Maintenance 31.86
23810 - Plumber Maintenance 30.36
23820 - Pneudraulic Systems Mechanic 34.61
23850 - Rigger 34.61
23870 - Scale Mechanic 31.20
23890 - Sheet-Metal Worker Maintenance 35.18
23910 - Small Engine Mechanic 21.89
23931 - Telecommunications Mechanic I 29.47

23932 - Telecommunications Mechanic II 30.91
23950 - Telephone Lineman 37.63
23960 - Welder Combination Maintenance 24.60
23965 - Well Driller 34.61
23970 - Woodcraft Worker 34.61
23980 - Woodworker 27.72
24000 - Personal Needs Occupations
24550 - Case Manager 24.50
24570 - Child Care Attendant 15.02
24580 - Child Care Center Clerk 18.73
24610 - Chore Aide 13.57
24620 - Family Readiness And Support Services Coordinator 24.50
24630 - Homemaker 24.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 46.34
25040 - Sewage Plant Operator 41.41
25070 - Stationary Engineer 46.34
25190 - Ventilation Equipment Tender 34.57
25210 - Water Treatment Plant Operator 41.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.61
27007 - Baggage Inspector 17.29
27008 - Corrections Officer 40.10
27010 - Court Security Officer 42.71
27030 - Detection Dog Handler 19.35
27040 - Detention Officer 40.10
27070 - Firefighter 41.98
27101 - Guard I 17.29
27102 - Guard II 19.35
27131 - Police Officer I 55.29
27132 - Police Officer II 61.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.53
28042 - Carnival Equipment Repairer 17.71
28043 - Carnival Worker 12.92
28210 - Gate Attendant/Gate Tender 23.45
28310 - Lifeguard 14.78
28350 - Park Attendant (Aide) 26.24
28510 - Recreation Aide/Health Facility Attendant 19.14
28515 - Recreation Specialist 25.09
28630 - Sports Official 20.88
28690 - Swimming Pool Operator 19.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.05
29020 - Hatch Tender 32.05
29030 - Line Handler 32.05
29041 - Stevedore I 28.70
29042 - Stevedore II 33.79
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 20.25
30022 - Archeological Technician II 22.65
30023 - Archeological Technician III 28.05
30030 - Cartographic Technician 28.05
30040 - Civil Engineering Technician 36.55
30051 - Cryogenic Technician I 29.78
30052 - Cryogenic Technician II 32.89
30061 - Drafter/CAD Operator I 20.25
30062 - Drafter/CAD Operator II 22.65
30063 - Drafter/CAD Operator III 25.24
30064 - Drafter/CAD Operator IV 31.07
30081 - Engineering Technician I 17.38
30082 - Engineering Technician II 19.47
30083 - Engineering Technician III 24.33
30084 - Engineering Technician IV 30.39
30085 - Engineering Technician V 34.33
30086 - Engineering Technician VI 39.21
30090 - Environmental Technician 33.95
30095 - Evidence Control Specialist 26.89
30210 - Laboratory Technician 24.74
30221 - Latent Fingerprint Technician I 35.49
30222 - Latent Fingerprint Technician II 39.20
30240 - Mathematical Technician 30.86
30361 - Paralegal/Legal Assistant I 23.07
30362 - Paralegal/Legal Assistant II 28.57
30363 - Paralegal/Legal Assistant III 34.95
30364 - Paralegal/Legal Assistant IV 42.28
30375 - Petroleum Supply Specialist 32.89
30390 - Photo-Optics Technician 28.05
30395 - Radiation Control Technician 32.89
30461 - Technical Writer I 36.26
30462 - Technical Writer II 44.33
30463 - Technical Writer III 53.67
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 31.07
30502 - Weather Forecaster II 37.78
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.24
30621 - Weather Observer Senior (see 2) 28.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 20.32
31030 - Bus Driver 28.07

31043 - Driver Courier	19.65
31260 - Parking and Lot Attendant	14.13
31290 - Shuttle Bus Driver	20.83
31310 - Taxi Driver	15.18
31361 - Truckdriver Light	20.83
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	24.46
31364 - Truckdriver Tractor-Trailer	24.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	16.13
99050 - Desk Clerk	14.69
99095 - Embalmer	27.80
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	21.10
99252 - Laboratory Animal Caretaker II	22.61
99260 - Marketing Analyst	54.20
99310 - Mortician	27.80
99410 - Pest Controller	22.40
99510 - Photofinishing Worker	15.71
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	32.37
99730 - Refuse Collector	25.30
99810 - Sales Clerk	15.08
99820 - School Crossing Guard	20.20
99830 - Survey Party Chief	42.98
99831 - Surveying Aide	22.52
99832 - Surveying Technician	30.83
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
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 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.: 2015-5641
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: California

Area: California County of Santa Clara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.33
01012 - Accounting Clerk II		22.82
01013 - Accounting Clerk III		25.54
01020 - Administrative Assistant		38.76
01035 - Court Reporter		26.09
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.87
01043 - Customer Service Representative III		21.69
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.97
01090 - Duplicating Machine Operator		17.97
01111 - General Clerk I		17.54
01112 - General Clerk II		19.14

01113 - General Clerk III 21.49
01120 - Housing Referral Assistant 28.83
01141 - Messenger Courier 20.78
01191 - Order Clerk I 18.68
01192 - Order Clerk II 20.38
01261 - Personnel Assistant (Employment) I 19.80
01262 - Personnel Assistant (Employment) II 22.18
01263 - Personnel Assistant (Employment) III 24.69
01270 - Production Control Clerk 32.31
01290 - Rental Clerk 19.23
01300 - Scheduler Maintenance 23.12
01311 - Secretary I 23.12
01312 - Secretary II 25.86
01313 - Secretary III 28.83
01320 - Service Order Dispatcher 23.54
01410 - Supply Technician 38.76
01420 - Survey Worker 25.48
01460 - Switchboard Operator/Receptionist 17.90
01531 - Travel Clerk I 18.65
01532 - Travel Clerk II 20.35
01533 - Travel Clerk III 21.83
01611 - Word Processor I 20.77
01612 - Word Processor II 23.32
01613 - Word Processor III 26.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.68
05010 - Automotive Electrician 24.79
05040 - Automotive Glass Installer 23.51
05070 - Automotive Worker 23.51
05110 - Mobile Equipment Servicer 20.89
05130 - Motor Equipment Metal Mechanic 26.08
05160 - Motor Equipment Metal Worker 23.51
05190 - Motor Vehicle Mechanic 26.08
05220 - Motor Vehicle Mechanic Helper 19.49
05250 - Motor Vehicle Upholstery Worker 22.23
05280 - Motor Vehicle Wrecker 23.51
05310 - Painter Automotive 24.79
05340 - Radiator Repair Specialist 23.51
05370 - Tire Repairer 17.77
05400 - Transmission Repair Specialist 26.08
07000 - Food Preparation And Service Occupations
07010 - Baker 15.98
07041 - Cook I 18.38
07042 - Cook II 20.69
07070 - Dishwasher 13.97
07130 - Food Service Worker 14.88
07210 - Meat Cutter 19.49
07260 - Waiter/Waitress 13.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.93

09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer Minor	18.45
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.62
11060 - Elevator Operator	15.62
11090 - Gardener	23.68
11122 - Housekeeping Aide	16.45
11150 - Janitor	16.45
11210 - Laborer Grounds Maintenance	18.88
11240 - Maid or Houseman	16.61
11260 - Pruner	17.27
11270 - Tractor Operator	22.10
11330 - Trail Maintenance Worker	18.88
11360 - Window Cleaner	17.97
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	28.34
12012 - Certified Occupational Therapist Assistant	30.35
12015 - Certified Physical Therapist Assistant	35.35
12020 - Dental Assistant	26.43
12025 - Dental Hygienist	57.82
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	25.33
12072 - Licensed Practical Nurse II	28.34
12073 - Licensed Practical Nurse III	31.59
12100 - Medical Assistant	21.95
12130 - Medical Laboratory Technician	29.30
12160 - Medical Record Clerk	26.49
12190 - Medical Record Technician	29.63
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine Technologist	57.80
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	23.62
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	21.37
12280 - Phlebotomist	22.80
12305 - Radiologic Technologist	43.11
12311 - Registered Nurse I	39.67
12312 - Registered Nurse II	48.52
12313 - Registered Nurse II Specialist	48.52
12314 - Registered Nurse III	62.83
12315 - Registered Nurse III Anesthetist	62.83

12316 - Registered Nurse IV		70.37
12317 - Scheduler (Drug and Alcohol Testing)		35.10
12320 - Substance Abuse Treatment Counselor		23.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		29.53
13042 - Illustrator II		36.58
13043 - Illustrator III		44.74
13047 - Librarian		40.51
13050 - Library Aide/Clerk		21.18
13054 - Library Information Technology Systems Administrator		36.58
13058 - Library Technician		26.71
13061 - Media Specialist I		26.39
13062 - Media Specialist II		29.53
13063 - Media Specialist III		32.91
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13090 - Technical Order Library Clerk		26.22
13110 - Video Teleconference Technician		26.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
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		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.41
15020 - Aircrew Training Devices Instructor (Rated)		47.67
15030 - Air Crew Training Devices Instructor (Pilot)		57.14
15050 - Computer Based Training Specialist / Instructor		39.41
15060 - Educational Technologist		36.31
15070 - Flight Instructor (Pilot)		57.14
15080 - Graphic Artist		32.35
15085 - Maintenance Test Pilot Fixed Jet/Prop		57.14

15086 - Maintenance Test Pilot Rotary Wing 57.14
15088 - Non-Maintenance Test/Co-Pilot 57.14
15090 - Technical Instructor 32.66
15095 - Technical Instructor/Course Developer 39.94
15110 - Test Proctor 26.86
15120 - Tutor 26.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.71
16030 - Counter Attendant 17.71
16040 - Dry Cleaner 20.25
16070 - Finisher Flatwork Machine 17.71
16090 - Presser Hand 17.71
16110 - Presser Machine Drycleaning 17.71
16130 - Presser Machine Shirts 17.71
16160 - Presser Machine Wearing Apparel Laundry 17.26
16190 - Sewing Machine Operator 21.10
16220 - Tailor 21.95
16250 - Washer Machine 18.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 28.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.25
21030 - Material Coordinator 31.54
21040 - Material Expediter 31.54
21050 - Material Handling Laborer 18.09
21071 - Order Filler 16.06
21080 - Production Line Worker (Food Processing) 21.25
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 17.37
21150 - Stock Clerk 22.17
21210 - Tools And Parts Attendant 21.25
21410 - Warehouse Specialist 21.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.45
23019 - Aircraft Logs and Records Technician 30.44
23021 - Aircraft Mechanic I 35.70
23022 - Aircraft Mechanic II 37.45
23023 - Aircraft Mechanic III 39.02
23040 - Aircraft Mechanic Helper 26.69
23050 - Aircraft Painter 33.94
23060 - Aircraft Servicer 30.44
23070 - Aircraft Survival Flight Equipment Technician 33.94
23080 - Aircraft Worker 32.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.70
23110 - Appliance Mechanic 28.85

23120 - Bicycle Repairer	18.68
23125 - Cable Splicer	41.36
23130 - Carpenter Maintenance	29.34
23140 - Carpet Layer	28.73
23160 - Electrician Maintenance	36.66
23181 - Electronics Technician Maintenance I	26.17
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	29.50
23290 - Fire Alarm System Mechanic	29.17
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	37.15
23312 - Fuel Distribution System Operator	29.77
23370 - General Maintenance Worker	24.43
23380 - Ground Support Equipment Mechanic	35.70
23381 - Ground Support Equipment Servicer	30.44
23382 - Ground Support Equipment Worker	32.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	31.20
23393 - Gunsmith III	34.61
23410 - Heating Ventilation And Air-Conditioning Mechanic	34.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	36.15
23430 - Heavy Equipment Mechanic	36.68
23440 - Heavy Equipment Operator	41.95
23460 - Instrument Mechanic	32.19
23465 - Laboratory/Shelter Mechanic	32.90
23470 - Laborer	18.09
23510 - Locksmith	30.40
23530 - Machinery Maintenance Mechanic	35.81
23550 - Machinist Maintenance	27.28
23580 - Maintenance Trades Helper	22.03
23591 - Metrology Technician I	32.19
23592 - Metrology Technician II	33.75
23593 - Metrology Technician III	35.17
23640 - Millwright	34.61
23710 - Office Appliance Repairer	22.89
23760 - Painter Maintenance	26.80
23790 - Pipefitter Maintenance	34.99
23810 - Plumber Maintenance	33.26
23820 - Pneudraulic Systems Mechanic	34.61
23850 - Rigger	34.61
23870 - Scale Mechanic	31.20
23890 - Sheet-Metal Worker Maintenance	35.18
23910 - Small Engine Mechanic	21.89
23931 - Telecommunications Mechanic I	29.47
23932 - Telecommunications Mechanic II	30.91
23950 - Telephone Lineman	42.53
23960 - Welder Combination Maintenance	25.52

23965 - Well Driller	34.61
23970 - Woodcraft Worker	34.61
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	24.50
24570 - Child Care Attendant	15.02
24580 - Child Care Center Clerk	18.73
24610 - Chore Aide	13.57
24620 - Family Readiness And Support Services Coordinator	24.50
24630 - Homemaker	24.50
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	48.05
25040 - Sewage Plant Operator	41.41
25070 - Stationary Engineer	48.05
25190 - Ventilation Equipment Tender	35.92
25210 - Water Treatment Plant Operator	41.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.78
27007 - Baggage Inspector	17.29
27008 - Corrections Officer	40.10
27010 - Court Security Officer	42.71
27030 - Detection Dog Handler	19.35
27040 - Detention Officer	40.10
27070 - Firefighter	48.52
27101 - Guard I	17.29
27102 - Guard II	19.35
27131 - Police Officer I	55.59
27132 - Police Officer II	61.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.53
28042 - Carnival Equipment Repairer	17.71
28043 - Carnival Worker	12.92
28210 - Gate Attendant/Gate Tender	23.45
28310 - Lifeguard	14.78
28350 - Park Attendant (Aide)	26.24
28510 - Recreation Aide/Health Facility Attendant	19.14
28515 - Recreation Specialist	30.93
28630 - Sports Official	20.88
28690 - Swimming Pool Operator	19.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.26
29020 - Hatch Tender	32.26
29030 - Line Handler	32.26
29041 - Stevedore I	30.42
29042 - Stevedore II	34.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I 25.69
30022 - Archeological Technician II 28.74
30023 - Archeological Technician III 32.49
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 36.97
30051 - Cryogenic Technician I 29.78
30052 - Cryogenic Technician II 32.89
30061 - Drafter/CAD Operator I 25.69
30062 - Drafter/CAD Operator II 28.74
30063 - Drafter/CAD Operator III 32.03
30064 - Drafter/CAD Operator IV 38.48
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 33.56
30095 - Evidence Control Specialist 26.89
30210 - Laboratory Technician 24.42
30221 - Latent Fingerprint Technician I 35.49
30222 - Latent Fingerprint Technician II 39.20
30240 - Mathematical Technician 39.48
30361 - Paralegal/Legal Assistant I 23.18
30362 - Paralegal/Legal Assistant II 28.66
30363 - Paralegal/Legal Assistant III 35.07
30364 - Paralegal/Legal Assistant IV 42.42
30375 - Petroleum Supply Specialist 32.89
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 32.89
30461 - Technical Writer I 37.36
30462 - Technical Writer II 45.69
30463 - Technical Writer III 55.28
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.48
30502 - Weather Forecaster II 46.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 32.03
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 19.84
31030 - Bus Driver 27.57
31043 - Driver Courier 19.81
31260 - Parking and Lot Attendant 14.13
31290 - Shuttle Bus Driver 21.23

31310 - Taxi Driver	15.18
31361 - Truckdriver Light	21.23
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	24.46
31364 - Truckdriver Tractor-Trailer	24.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	14.39
99050 - Desk Clerk	14.69
99095 - Embalmer	29.38
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	19.14
99252 - Laboratory Animal Caretaker II	20.72
99260 - Marketing Analyst	54.20
99310 - Mortician	29.38
99410 - Pest Controller	22.40
99510 - Photofinishing Worker	15.71
99710 - Recycling Laborer	29.63
99711 - Recycling Specialist	34.69
99730 - Refuse Collector	26.91
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	21.79
99830 - Survey Party Chief	42.10
99831 - Surveying Aide	21.19
99832 - Surveying Technician	26.71
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.63
99842 - Vending Machine Repairer Helper	14.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5642
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Santa Clara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.33
01012 - Accounting Clerk II		22.82
01013 - Accounting Clerk III		25.54
01020 - Administrative Assistant		38.76
01035 - Court Reporter		26.09
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.87
01043 - Customer Service Representative III		21.69
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.97

01090 - Duplicating Machine Operator	17.97
01111 - General Clerk I	17.54
01112 - General Clerk II	19.14
01113 - General Clerk III	21.49
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	20.78
01191 - Order Clerk I	18.68
01192 - Order Clerk II	20.38
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	32.31
01290 - Rental Clerk	19.23
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	38.76
01420 - Survey Worker	25.48
01460 - Switchboard Operator/Receptionist	17.90
01531 - Travel Clerk I	18.65
01532 - Travel Clerk II	20.35
01533 - Travel Clerk III	21.83
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.68
05010 - Automotive Electrician	24.79
05040 - Automotive Glass Installer	23.51
05070 - Automotive Worker	23.51
05110 - Mobile Equipment Servicer	20.89
05130 - Motor Equipment Metal Mechanic	26.08
05160 - Motor Equipment Metal Worker	23.51
05190 - Motor Vehicle Mechanic	26.08
05220 - Motor Vehicle Mechanic Helper	19.49
05250 - Motor Vehicle Upholstery Worker	22.23
05280 - Motor Vehicle Wrecker	23.51
05310 - Painter Automotive	24.79
05340 - Radiator Repair Specialist	23.51
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	26.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.98
07041 - Cook I	18.38
07042 - Cook II	20.69
07070 - Dishwasher	13.97
07130 - Food Service Worker	14.88
07210 - Meat Cutter	19.49

07260 - Waiter/Waitress	13.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.93
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer Minor	18.45
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.62
11060 - Elevator Operator	15.62
11090 - Gardener	23.68
11122 - Housekeeping Aide	16.45
11150 - Janitor	16.45
11210 - Laborer Grounds Maintenance	18.88
11240 - Maid or Houseman	16.61
11260 - Pruner	17.27
11270 - Tractor Operator	22.10
11330 - Trail Maintenance Worker	18.88
11360 - Window Cleaner	17.97
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	28.34
12012 - Certified Occupational Therapist Assistant	30.35
12015 - Certified Physical Therapist Assistant	35.35
12020 - Dental Assistant	26.43
12025 - Dental Hygienist	57.82
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	25.33
12072 - Licensed Practical Nurse II	28.34
12073 - Licensed Practical Nurse III	31.59
12100 - Medical Assistant	21.95
12130 - Medical Laboratory Technician	29.30
12160 - Medical Record Clerk	26.49
12190 - Medical Record Technician	29.63
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine Technologist	57.80
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	23.62
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	21.37
12280 - Phlebotomist	22.80
12305 - Radiologic Technologist	43.11
12311 - Registered Nurse I	39.67
12312 - Registered Nurse II	48.52

12313 - Registered Nurse II Specialist		48.52
12314 - Registered Nurse III		62.83
12315 - Registered Nurse III Anesthetist		62.83
12316 - Registered Nurse IV		70.37
12317 - Scheduler (Drug and Alcohol Testing)		35.10
12320 - Substance Abuse Treatment Counselor		23.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		29.53
13042 - Illustrator II		36.58
13043 - Illustrator III		44.74
13047 - Librarian		40.51
13050 - Library Aide/Clerk		21.18
13054 - Library Information Technology Systems Administrator		36.58
13058 - Library Technician		26.71
13061 - Media Specialist I		26.39
13062 - Media Specialist II		29.53
13063 - Media Specialist III		32.91
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13090 - Technical Order Library Clerk		26.22
13110 - Video Teleconference Technician		26.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
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		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.41
15020 - Aircrew Training Devices Instructor (Rated)		47.67
15030 - Air Crew Training Devices Instructor (Pilot)		57.14
15050 - Computer Based Training Specialist / Instructor		39.41
15060 - Educational Technologist		36.31

15070 - Flight Instructor (Pilot) 57.14
15080 - Graphic Artist 32.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 57.14
15086 - Maintenance Test Pilot Rotary Wing 57.14
15088 - Non-Maintenance Test/Co-Pilot 57.14
15090 - Technical Instructor 32.66
15095 - Technical Instructor/Course Developer 39.94
15110 - Test Proctor 26.86
15120 - Tutor 26.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.71
16030 - Counter Attendant 17.71
16040 - Dry Cleaner 20.25
16070 - Finisher Flatwork Machine 17.71
16090 - Presser Hand 17.71
16110 - Presser Machine Drycleaning 17.71
16130 - Presser Machine Shirts 17.71
16160 - Presser Machine Wearing Apparel Laundry 17.26
16190 - Sewing Machine Operator 21.10
16220 - Tailor 21.95
16250 - Washer Machine 18.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 28.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.25
21030 - Material Coordinator 31.54
21040 - Material Expediter 31.54
21050 - Material Handling Laborer 18.09
21071 - Order Filler 16.06
21080 - Production Line Worker (Food Processing) 21.25
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 17.37
21150 - Stock Clerk 22.17
21210 - Tools And Parts Attendant 21.25
21410 - Warehouse Specialist 21.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.45
23019 - Aircraft Logs and Records Technician 30.44
23021 - Aircraft Mechanic I 35.70
23022 - Aircraft Mechanic II 37.45
23023 - Aircraft Mechanic III 39.02
23040 - Aircraft Mechanic Helper 26.69
23050 - Aircraft Painter 33.94
23060 - Aircraft Servicer 30.44
23070 - Aircraft Survival Flight Equipment Technician 33.94
23080 - Aircraft Worker 32.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.20

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 35.70
II
23110 - Appliance Mechanic 28.85
23120 - Bicycle Repairer 18.68
23125 - Cable Splicer 41.36
23130 - Carpenter Maintenance 29.34
23140 - Carpet Layer 28.73
23160 - Electrician Maintenance 36.66
23181 - Electronics Technician Maintenance I 26.17
23182 - Electronics Technician Maintenance II 27.59
23183 - Electronics Technician Maintenance III 29.21
23260 - Fabric Worker 29.50
23290 - Fire Alarm System Mechanic 29.17
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 37.15
23312 - Fuel Distribution System Operator 29.77
23370 - General Maintenance Worker 24.43
23380 - Ground Support Equipment Mechanic 35.70
23381 - Ground Support Equipment Servicer 30.44
23382 - Ground Support Equipment Worker 32.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 31.20
23393 - Gunsmith III 34.61
23410 - Heating Ventilation And Air-Conditioning 34.38
Mechanic
23411 - Heating Ventilation And Air Contidioning 36.15
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 36.68
23440 - Heavy Equipment Operator 41.95
23460 - Instrument Mechanic 32.19
23465 - Laboratory/Shelter Mechanic 32.90
23470 - Laborer 18.09
23510 - Locksmith 30.40
23530 - Machinery Maintenance Mechanic 35.81
23550 - Machinist Maintenance 27.28
23580 - Maintenance Trades Helper 22.03
23591 - Metrology Technician I 32.19
23592 - Metrology Technician II 33.75
23593 - Metrology Technician III 35.17
23640 - Millwright 34.61
23710 - Office Appliance Repairer 22.89
23760 - Painter Maintenance 26.80
23790 - Pipefitter Maintenance 34.99
23810 - Plumber Maintenance 33.26
23820 - Pneudraulic Systems Mechanic 34.61
23850 - Rigger 34.61
23870 - Scale Mechanic 31.20
23890 - Sheet-Metal Worker Maintenance 35.18
23910 - Small Engine Mechanic 21.89
23931 - Telecommunications Mechanic I 29.47

23932 - Telecommunications Mechanic II 30.91
23950 - Telephone Lineman 42.53
23960 - Welder Combination Maintenance 25.52
23965 - Well Driller 34.61
23970 - Woodcraft Worker 34.61
23980 - Woodworker 27.72
24000 - Personal Needs Occupations
24550 - Case Manager 24.50
24570 - Child Care Attendant 15.02
24580 - Child Care Center Clerk 18.73
24610 - Chore Aide 13.57
24620 - Family Readiness And Support Services Coordinator 24.50
24630 - Homemaker 24.50
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 48.05
25040 - Sewage Plant Operator 41.41
25070 - Stationary Engineer 48.05
25190 - Ventilation Equipment Tender 35.92
25210 - Water Treatment Plant Operator 41.41
27000 - Protective Service Occupations
27004 - Alarm Monitor 30.78
27007 - Baggage Inspector 17.29
27008 - Corrections Officer 40.10
27010 - Court Security Officer 42.71
27030 - Detection Dog Handler 19.35
27040 - Detention Officer 40.10
27070 - Firefighter 48.52
27101 - Guard I 17.29
27102 - Guard II 19.35
27131 - Police Officer I 55.59
27132 - Police Officer II 61.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.53
28042 - Carnival Equipment Repairer 17.71
28043 - Carnival Worker 12.92
28210 - Gate Attendant/Gate Tender 23.45
28310 - Lifeguard 14.78
28350 - Park Attendant (Aide) 26.24
28510 - Recreation Aide/Health Facility Attendant 19.14
28515 - Recreation Specialist 30.93
28630 - Sports Official 20.88
28690 - Swimming Pool Operator 19.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.26
29020 - Hatch Tender 32.26
29030 - Line Handler 32.26
29041 - Stevedore I 30.42
29042 - Stevedore II 34.10
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 25.69
30022 - Archeological Technician II 28.74
30023 - Archeological Technician III 32.49
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 36.97
30051 - Cryogenic Technician I 29.78
30052 - Cryogenic Technician II 32.89
30061 - Drafter/CAD Operator I 25.69
30062 - Drafter/CAD Operator II 28.74
30063 - Drafter/CAD Operator III 32.03
30064 - Drafter/CAD Operator IV 38.48
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 33.56
30095 - Evidence Control Specialist 26.89
30210 - Laboratory Technician 24.42
30221 - Latent Fingerprint Technician I 35.49
30222 - Latent Fingerprint Technician II 39.20
30240 - Mathematical Technician 39.48
30361 - Paralegal/Legal Assistant I 23.18
30362 - Paralegal/Legal Assistant II 28.66
30363 - Paralegal/Legal Assistant III 35.07
30364 - Paralegal/Legal Assistant IV 42.42
30375 - Petroleum Supply Specialist 32.89
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 32.89
30461 - Technical Writer I 37.36
30462 - Technical Writer II 45.69
30463 - Technical Writer III 55.28
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.48
30502 - Weather Forecaster II 46.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 32.03
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 19.84
31030 - Bus Driver 27.57

31043 - Driver Courier	19.81
31260 - Parking and Lot Attendant	14.13
31290 - Shuttle Bus Driver	21.23
31310 - Taxi Driver	15.18
31361 - Truckdriver Light	21.23
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	24.46
31364 - Truckdriver Tractor-Trailer	24.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	14.39
99050 - Desk Clerk	14.69
99095 - Embalmer	29.38
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	19.14
99252 - Laboratory Animal Caretaker II	20.72
99260 - Marketing Analyst	54.20
99310 - Mortician	29.38
99410 - Pest Controller	22.40
99510 - Photofinishing Worker	15.71
99710 - Recycling Laborer	29.63
99711 - Recycling Specialist	34.69
99730 - Refuse Collector	26.91
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	21.79
99830 - Survey Party Chief	42.10
99831 - Surveying Aide	21.19
99832 - Surveying Technician	26.71
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.63
99842 - Vending Machine Repairer Helper	14.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

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.: 2015-5643
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: California

Area: California County of San Luis Obispo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.13
01012 - Accounting Clerk II		20.35
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		30.24
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.27
01051 - Data Entry Operator I		16.33
01052 - Data Entry Operator II		17.81
01060 - Dispatcher Motor Vehicle		23.06
01070 - Document Preparation Clerk		17.08
01090 - Duplicating Machine Operator		17.08
01111 - General Clerk I		14.13
01112 - General Clerk II		15.41

01113 - General Clerk III	17.30
01120 - Housing Referral Assistant	21.86
01141 - Messenger Courier	15.93
01191 - Order Clerk I	15.68
01192 - Order Clerk II	17.11
01261 - Personnel Assistant (Employment) I	17.00
01262 - Personnel Assistant (Employment) II	19.01
01263 - Personnel Assistant (Employment) III	21.09
01270 - Production Control Clerk	24.03
01290 - Rental Clerk	15.32
01300 - Scheduler Maintenance	17.34
01311 - Secretary I	17.34
01312 - Secretary II	19.40
01313 - Secretary III	21.86
01320 - Service Order Dispatcher	20.61
01410 - Supply Technician	30.24
01420 - Survey Worker	21.91
01460 - Switchboard Operator/Receptionist	17.16
01531 - Travel Clerk I	13.73
01532 - Travel Clerk II	14.38
01533 - Travel Clerk III	15.38
01611 - Word Processor I	15.45
01612 - Word Processor II	17.34
01613 - Word Processor III	19.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.30
05010 - Automotive Electrician	22.67
05040 - Automotive Glass Installer	21.70
05070 - Automotive Worker	21.70
05110 - Mobile Equipment Servicer	19.49
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	21.70
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	17.89
05250 - Motor Vehicle Upholstery Worker	20.64
05280 - Motor Vehicle Wrecker	21.70
05310 - Painter Automotive	22.67
05340 - Radiator Repair Specialist	21.70
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.24
07041 - Cook I	16.77
07042 - Cook II	18.67
07070 - Dishwasher	12.01
07130 - Food Service Worker	13.90
07210 - Meat Cutter	18.52
07260 - Waiter/Waitress	13.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.23

09040 - Furniture Handler	14.72
09080 - Furniture Refinisher	22.23
09090 - Furniture Refinisher Helper	17.95
09110 - Furniture Repairer Minor	20.33
09130 - Upholsterer	22.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	16.10
11090 - Gardener	22.45
11122 - Housekeeping Aide	16.29
11150 - Janitor	16.29
11210 - Laborer Grounds Maintenance	16.89
11240 - Maid or Houseman	13.07
11260 - Pruner	15.03
11270 - Tractor Operator	20.61
11330 - Trail Maintenance Worker	16.89
11360 - Window Cleaner	18.31
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	25.70
12012 - Certified Occupational Therapist Assistant	35.26
12015 - Certified Physical Therapist Assistant	30.90
12020 - Dental Assistant	22.90
12025 - Dental Hygienist	46.81
12030 - EKG Technician	38.94
12035 - Electroneurodiagnostic Technologist	38.94
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	22.97
12072 - Licensed Practical Nurse II	25.70
12073 - Licensed Practical Nurse III	28.65
12100 - Medical Assistant	20.22
12130 - Medical Laboratory Technician	29.15
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.93
12195 - Medical Transcriptionist	22.97
12210 - Nuclear Medicine Technologist	56.47
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	20.26
12236 - Optical Technician	22.97
12250 - Pharmacy Technician	20.72
12280 - Phlebotomist	21.41
12305 - Radiologic Technologist	39.62
12311 - Registered Nurse I	28.27
12312 - Registered Nurse II	34.59
12313 - Registered Nurse II Specialist	34.59
12314 - Registered Nurse III	52.36
12315 - Registered Nurse III Anesthetist	52.36

12316 - Registered Nurse IV		50.15
12317 - Scheduler (Drug and Alcohol Testing)		31.83
12320 - Substance Abuse Treatment Counselor		27.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		29.15
13012 - Exhibits Specialist II		36.09
13013 - Exhibits Specialist III		44.17
13041 - Illustrator I		29.15
13042 - Illustrator II		36.09
13043 - Illustrator III		44.17
13047 - Librarian		39.97
13050 - Library Aide/Clerk		20.08
13054 - Library Information Technology Systems Administrator		36.09
13058 - Library Technician		23.53
13061 - Media Specialist I		26.05
13062 - Media Specialist II		29.15
13063 - Media Specialist III		32.47
13071 - Photographer I		23.68
13072 - Photographer II		26.50
13073 - Photographer III		32.81
13074 - Photographer IV		40.15
13075 - Photographer V		46.06
13090 - Technical Order Library Clerk		22.06
13110 - Video Teleconference Technician		26.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.82
14042 - Computer Operator II		21.98
14043 - Computer Operator III		24.51
14044 - Computer Operator IV		27.23
14045 - Computer Operator V		30.16
14071 - Computer Programmer I	(see 1)	27.84
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		18.82
14160 - Personal Computer Support Technician		27.23
14170 - System Support Specialist		30.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.64
15020 - Aircrew Training Devices Instructor (Rated)		35.86
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		36.83
15070 - Flight Instructor (Pilot)		42.98
15080 - Graphic Artist		23.48
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.98

15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 35.50
15095 - Technical Instructor/Course Developer 43.43
15110 - Test Proctor 28.66
15120 - Tutor 28.66
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) 27.66
19040 - Tool And Die Maker 32.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.93
21030 - Material Coordinator 24.03
21040 - Material Expediter 24.03
21050 - Material Handling Laborer 14.14
21071 - Order Filler 15.11
21080 - Production Line Worker (Food Processing) 16.93
21110 - Shipping Packer 16.79
21130 - Shipping/Receiving Clerk 16.79
21140 - Store Worker I 13.54
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 16.93
21410 - Warehouse Specialist 16.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.12
23019 - Aircraft Logs and Records Technician 28.80
23021 - Aircraft Mechanic I 32.76
23022 - Aircraft Mechanic II 34.12
23023 - Aircraft Mechanic III 35.35
23040 - Aircraft Mechanic Helper 24.82
23050 - Aircraft Painter 31.49
23060 - Aircraft Servicer 28.80
23070 - Aircraft Survival Flight Equipment Technician 31.49
23080 - Aircraft Worker 30.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.76
23110 - Appliance Mechanic 22.36

23120 - Bicycle Repairer	22.79
23125 - Cable Splicer	28.74
23130 - Carpenter Maintenance	27.68
23140 - Carpet Layer	26.47
23160 - Electrician Maintenance	35.55
23181 - Electronics Technician Maintenance I	28.79
23182 - Electronics Technician Maintenance II	30.10
23183 - Electronics Technician Maintenance III	31.34
23260 - Fabric Worker	25.19
23290 - Fire Alarm System Mechanic	28.74
23310 - Fire Extinguisher Repairer	23.78
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	23.78
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	32.76
23381 - Ground Support Equipment Servicer	28.80
23382 - Ground Support Equipment Worker	30.13
23391 - Gunsmith I	23.78
23392 - Gunsmith II	26.47
23393 - Gunsmith III	28.74
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.08
23430 - Heavy Equipment Mechanic	31.82
23440 - Heavy Equipment Operator	37.38
23460 - Instrument Mechanic	28.74
23465 - Laboratory/Shelter Mechanic	27.66
23470 - Laborer	14.14
23510 - Locksmith	27.36
23530 - Machinery Maintenance Mechanic	33.36
23550 - Machinist Maintenance	24.29
23580 - Maintenance Trades Helper	18.59
23591 - Metrology Technician I	28.74
23592 - Metrology Technician II	29.97
23593 - Metrology Technician III	31.03
23640 - Millwright	28.74
23710 - Office Appliance Repairer	26.60
23760 - Painter Maintenance	24.00
23790 - Pipefitter Maintenance	26.50
23810 - Plumber Maintenance	25.50
23820 - Pneudraulic Systems Mechanic	28.74
23850 - Rigger	28.74
23870 - Scale Mechanic	26.47
23890 - Sheet-Metal Worker Maintenance	28.49
23910 - Small Engine Mechanic	26.47
23931 - Telecommunications Mechanic I	33.01
23932 - Telecommunications Mechanic II	34.38
23950 - Telephone Lineman	35.11
23960 - Welder Combination Maintenance	23.27

23965 - Well Driller	28.74
23970 - Woodcraft Worker	28.74
23980 - Woodworker	23.78
24000 - Personal Needs Occupations	
24550 - Case Manager	17.13
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	13.22
24620 - Family Readiness And Support Services Coordinator	17.13
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.74
25040 - Sewage Plant Operator	34.25
25070 - Stationary Engineer	28.74
25190 - Ventilation Equipment Tender	21.83
25210 - Water Treatment Plant Operator	34.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.33
27007 - Baggage Inspector	15.70
27008 - Corrections Officer	31.49
27010 - Court Security Officer	31.49
27030 - Detection Dog Handler	17.57
27040 - Detention Officer	31.49
27070 - Firefighter	26.78
27101 - Guard I	15.70
27102 - Guard II	17.57
27131 - Police Officer I	44.36
27132 - Police Officer II	49.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.54
28042 - Carnival Equipment Repairer	19.11
28043 - Carnival Worker	12.79
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	16.03
28350 - Park Attendant (Aide)	17.09
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	21.16
28630 - Sports Official	13.62
28690 - Swimming Pool Operator	21.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.79
29020 - Hatch Tender	28.79
29030 - Line Handler	28.79
29041 - Stevedore I	27.25
29042 - Stevedore II	30.10
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 18.29
30022 - Archeological Technician II 20.46
30023 - Archeological Technician III 25.35
30030 - Cartographic Technician 25.86
30040 - Civil Engineering Technician 29.86
30051 - Cryogenic Technician I 25.50
30052 - Cryogenic Technician II 28.16
30061 - Drafter/CAD Operator I 18.29
30062 - Drafter/CAD Operator II 20.46
30063 - Drafter/CAD Operator III 23.27
30064 - Drafter/CAD Operator IV 28.07
30081 - Engineering Technician I 16.50
30082 - Engineering Technician II 19.21
30083 - Engineering Technician III 21.06
30084 - Engineering Technician IV 29.71
30085 - Engineering Technician V 33.15
30086 - Engineering Technician VI 40.11
30090 - Environmental Technician 26.67
30095 - Evidence Control Specialist 23.02
30210 - Laboratory Technician 22.50
30221 - Latent Fingerprint Technician I 25.50
30222 - Latent Fingerprint Technician II 28.16
30240 - Mathematical Technician 25.86
30361 - Paralegal/Legal Assistant I 19.60
30362 - Paralegal/Legal Assistant II 25.03
30363 - Paralegal/Legal Assistant III 30.59
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 28.16
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 28.16
30461 - Technical Writer I 24.02
30462 - Technical Writer II 29.38
30463 - Technical Writer III 35.55
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.07
30502 - Weather Forecaster II 34.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.27
30621 - Weather Observer Senior (see 2) 25.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.00
31030 - Bus Driver 20.94
31043 - Driver Courier 16.49
31260 - Parking and Lot Attendant 14.82
31290 - Shuttle Bus Driver 17.91

31310 - Taxi Driver	14.52
31361 - Truckdriver Light	17.91
31362 - Truckdriver Medium	20.96
31363 - Truckdriver Heavy	24.64
31364 - Truckdriver Tractor-Trailer	24.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.88
99050 - Desk Clerk	13.12
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.63
99252 - Laboratory Animal Caretaker II	15.94
99260 - Marketing Analyst	26.55
99310 - Mortician	25.35
99410 - Pest Controller	18.64
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	22.73
99711 - Recycling Specialist	27.51
99730 - Refuse Collector	20.25
99810 - Sales Clerk	13.62
99820 - School Crossing Guard	15.26
99830 - Survey Party Chief	36.30
99831 - Surveying Aide	23.89
99832 - Surveying Technician	32.78
99840 - Vending Machine Attendant	20.93
99841 - Vending Machine Repairer	25.38
99842 - Vending Machine Repairer Helper	20.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5644
Revision No.: 11
Date Of Last Revision: 09/08/2020

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: California

Area: California County of San Luis Obispo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.13
01012 - Accounting Clerk II		20.35
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		30.24
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.27
01051 - Data Entry Operator I		16.33
01052 - Data Entry Operator II		17.81
01060 - Dispatcher Motor Vehicle		23.06
01070 - Document Preparation Clerk		17.08

01090 - Duplicating Machine Operator	17.08
01111 - General Clerk I	14.13
01112 - General Clerk II	15.41
01113 - General Clerk III	17.30
01120 - Housing Referral Assistant	21.86
01141 - Messenger Courier	15.93
01191 - Order Clerk I	15.68
01192 - Order Clerk II	17.11
01261 - Personnel Assistant (Employment) I	17.00
01262 - Personnel Assistant (Employment) II	19.01
01263 - Personnel Assistant (Employment) III	21.09
01270 - Production Control Clerk	24.03
01290 - Rental Clerk	15.32
01300 - Scheduler Maintenance	17.34
01311 - Secretary I	17.34
01312 - Secretary II	19.40
01313 - Secretary III	21.86
01320 - Service Order Dispatcher	20.61
01410 - Supply Technician	30.24
01420 - Survey Worker	21.91
01460 - Switchboard Operator/Receptionist	17.16
01531 - Travel Clerk I	13.73
01532 - Travel Clerk II	14.38
01533 - Travel Clerk III	15.38
01611 - Word Processor I	15.45
01612 - Word Processor II	17.34
01613 - Word Processor III	19.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.30
05010 - Automotive Electrician	22.67
05040 - Automotive Glass Installer	21.70
05070 - Automotive Worker	21.70
05110 - Mobile Equipment Servicer	19.49
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	21.70
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	17.89
05250 - Motor Vehicle Upholstery Worker	20.64
05280 - Motor Vehicle Wrecker	21.70
05310 - Painter Automotive	22.67
05340 - Radiator Repair Specialist	21.70
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.24
07041 - Cook I	16.77
07042 - Cook II	18.67
07070 - Dishwasher	12.01
07130 - Food Service Worker	13.90
07210 - Meat Cutter	18.52

07260 - Waiter/Waitress	13.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.23
09040 - Furniture Handler	14.72
09080 - Furniture Refinisher	22.23
09090 - Furniture Refinisher Helper	17.95
09110 - Furniture Repairer Minor	20.33
09130 - Upholsterer	22.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	16.10
11090 - Gardener	22.45
11122 - Housekeeping Aide	16.29
11150 - Janitor	16.29
11210 - Laborer Grounds Maintenance	16.89
11240 - Maid or Houseman	13.07
11260 - Pruner	15.03
11270 - Tractor Operator	20.61
11330 - Trail Maintenance Worker	16.89
11360 - Window Cleaner	18.31
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	25.70
12012 - Certified Occupational Therapist Assistant	35.26
12015 - Certified Physical Therapist Assistant	30.90
12020 - Dental Assistant	22.90
12025 - Dental Hygienist	46.81
12030 - EKG Technician	38.94
12035 - Electroneurodiagnostic Technologist	38.94
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	22.97
12072 - Licensed Practical Nurse II	25.70
12073 - Licensed Practical Nurse III	28.65
12100 - Medical Assistant	20.22
12130 - Medical Laboratory Technician	29.15
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.93
12195 - Medical Transcriptionist	22.97
12210 - Nuclear Medicine Technologist	56.47
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	20.26
12236 - Optical Technician	22.97
12250 - Pharmacy Technician	20.72
12280 - Phlebotomist	21.41
12305 - Radiologic Technologist	39.62
12311 - Registered Nurse I	28.27
12312 - Registered Nurse II	34.59

12313 - Registered Nurse II Specialist		34.59
12314 - Registered Nurse III		52.36
12315 - Registered Nurse III Anesthetist		52.36
12316 - Registered Nurse IV		50.15
12317 - Scheduler (Drug and Alcohol Testing)		31.83
12320 - Substance Abuse Treatment Counselor		27.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		29.15
13012 - Exhibits Specialist II		36.09
13013 - Exhibits Specialist III		44.17
13041 - Illustrator I		29.15
13042 - Illustrator II		36.09
13043 - Illustrator III		44.17
13047 - Librarian		39.97
13050 - Library Aide/Clerk		20.08
13054 - Library Information Technology Systems Administrator		36.09
13058 - Library Technician		23.53
13061 - Media Specialist I		26.05
13062 - Media Specialist II		29.15
13063 - Media Specialist III		32.47
13071 - Photographer I		23.68
13072 - Photographer II		26.50
13073 - Photographer III		32.81
13074 - Photographer IV		40.15
13075 - Photographer V		46.06
13090 - Technical Order Library Clerk		22.06
13110 - Video Teleconference Technician		26.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.82
14042 - Computer Operator II		21.98
14043 - Computer Operator III		24.51
14044 - Computer Operator IV		27.23
14045 - Computer Operator V		30.16
14071 - Computer Programmer I	(see 1)	27.84
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		18.82
14160 - Personal Computer Support Technician		27.23
14170 - System Support Specialist		30.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.64
15020 - Aircrew Training Devices Instructor (Rated)		35.86
15030 - Air Crew Training Devices Instructor (Pilot)		42.98
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		36.83

15070 - Flight Instructor (Pilot) 42.98
15080 - Graphic Artist 23.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.98
15086 - Maintenance Test Pilot Rotary Wing 42.98
15088 - Non-Maintenance Test/Co-Pilot 42.98
15090 - Technical Instructor 35.50
15095 - Technical Instructor/Course Developer 43.43
15110 - Test Proctor 28.66
15120 - Tutor 28.66
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) 27.66
19040 - Tool And Die Maker 32.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.93
21030 - Material Coordinator 24.03
21040 - Material Expediter 24.03
21050 - Material Handling Laborer 14.14
21071 - Order Filler 15.11
21080 - Production Line Worker (Food Processing) 16.93
21110 - Shipping Packer 16.79
21130 - Shipping/Receiving Clerk 16.79
21140 - Store Worker I 13.54
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 16.93
21410 - Warehouse Specialist 16.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.12
23019 - Aircraft Logs and Records Technician 28.80
23021 - Aircraft Mechanic I 32.76
23022 - Aircraft Mechanic II 34.12
23023 - Aircraft Mechanic III 35.35
23040 - Aircraft Mechanic Helper 24.82
23050 - Aircraft Painter 31.49
23060 - Aircraft Servicer 28.80
23070 - Aircraft Survival Flight Equipment Technician 31.49
23080 - Aircraft Worker 30.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.76
II
23110 - Appliance Mechanic 22.36
23120 - Bicycle Repairer 22.79
23125 - Cable Splicer 28.74
23130 - Carpenter Maintenance 27.68
23140 - Carpet Layer 26.47
23160 - Electrician Maintenance 35.55
23181 - Electronics Technician Maintenance I 28.79
23182 - Electronics Technician Maintenance II 30.10
23183 - Electronics Technician Maintenance III 31.34
23260 - Fabric Worker 25.19
23290 - Fire Alarm System Mechanic 28.74
23310 - Fire Extinguisher Repairer 23.78
23311 - Fuel Distribution System Mechanic 29.80
23312 - Fuel Distribution System Operator 23.78
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 32.76
23381 - Ground Support Equipment Servicer 28.80
23382 - Ground Support Equipment Worker 30.13
23391 - Gunsmith I 23.78
23392 - Gunsmith II 26.47
23393 - Gunsmith III 28.74
23410 - Heating Ventilation And Air-Conditioning 26.96
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.08
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.82
23440 - Heavy Equipment Operator 37.38
23460 - Instrument Mechanic 28.74
23465 - Laboratory/Shelter Mechanic 27.66
23470 - Laborer 14.14
23510 - Locksmith 27.36
23530 - Machinery Maintenance Mechanic 33.36
23550 - Machinist Maintenance 24.29
23580 - Maintenance Trades Helper 18.59
23591 - Metrology Technician I 28.74
23592 - Metrology Technician II 29.97
23593 - Metrology Technician III 31.03
23640 - Millwright 28.74
23710 - Office Appliance Repairer 26.60
23760 - Painter Maintenance 24.00
23790 - Pipefitter Maintenance 26.50
23810 - Plumber Maintenance 25.50
23820 - Pneudraulic Systems Mechanic 28.74
23850 - Rigger 28.74
23870 - Scale Mechanic 26.47
23890 - Sheet-Metal Worker Maintenance 28.49
23910 - Small Engine Mechanic 26.47
23931 - Telecommunications Mechanic I 33.01

23932 - Telecommunications Mechanic II 34.38
23950 - Telephone Lineman 35.11
23960 - Welder Combination Maintenance 23.27
23965 - Well Driller 28.74
23970 - Woodcraft Worker 28.74
23980 - Woodworker 23.78
24000 - Personal Needs Occupations
24550 - Case Manager 17.13
24570 - Child Care Attendant 12.73
24580 - Child Care Center Clerk 16.73
24610 - Chore Aide 13.22
24620 - Family Readiness And Support Services Coordinator 17.13
24630 - Homemaker 18.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.74
25040 - Sewage Plant Operator 34.25
25070 - Stationary Engineer 28.74
25190 - Ventilation Equipment Tender 21.83
25210 - Water Treatment Plant Operator 34.25
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.33
27007 - Baggage Inspector 15.70
27008 - Corrections Officer 31.49
27010 - Court Security Officer 31.49
27030 - Detection Dog Handler 17.57
27040 - Detention Officer 31.49
27070 - Firefighter 26.78
27101 - Guard I 15.70
27102 - Guard II 17.57
27131 - Police Officer I 44.36
27132 - Police Officer II 49.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.54
28042 - Carnival Equipment Repairer 19.11
28043 - Carnival Worker 12.79
28210 - Gate Attendant/Gate Tender 15.28
28310 - Lifeguard 16.03
28350 - Park Attendant (Aide) 17.09
28510 - Recreation Aide/Health Facility Attendant 12.48
28515 - Recreation Specialist 21.16
28630 - Sports Official 13.62
28690 - Swimming Pool Operator 21.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.79
29020 - Hatch Tender 28.79
29030 - Line Handler 28.79
29041 - Stevedore I 27.25
29042 - Stevedore II 30.10
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 18.29
30022 - Archeological Technician II 20.46
30023 - Archeological Technician III 25.35
30030 - Cartographic Technician 25.86
30040 - Civil Engineering Technician 29.86
30051 - Cryogenic Technician I 25.50
30052 - Cryogenic Technician II 28.16
30061 - Drafter/CAD Operator I 18.29
30062 - Drafter/CAD Operator II 20.46
30063 - Drafter/CAD Operator III 23.27
30064 - Drafter/CAD Operator IV 28.07
30081 - Engineering Technician I 16.50
30082 - Engineering Technician II 19.21
30083 - Engineering Technician III 21.06
30084 - Engineering Technician IV 29.71
30085 - Engineering Technician V 33.15
30086 - Engineering Technician VI 40.11
30090 - Environmental Technician 26.67
30095 - Evidence Control Specialist 23.02
30210 - Laboratory Technician 22.50
30221 - Latent Fingerprint Technician I 25.50
30222 - Latent Fingerprint Technician II 28.16
30240 - Mathematical Technician 25.86
30361 - Paralegal/Legal Assistant I 19.60
30362 - Paralegal/Legal Assistant II 25.03
30363 - Paralegal/Legal Assistant III 30.59
30364 - Paralegal/Legal Assistant IV 36.99
30375 - Petroleum Supply Specialist 28.16
30390 - Photo-Optics Technician 25.86
30395 - Radiation Control Technician 28.16
30461 - Technical Writer I 24.02
30462 - Technical Writer II 29.38
30463 - Technical Writer III 35.55
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.07
30502 - Weather Forecaster II 34.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.27
30621 - Weather Observer Senior (see 2) 25.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.00
31030 - Bus Driver 20.94

31043 - Driver Courier	16.49
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	17.91
31310 - Taxi Driver	14.52
31361 - Truckdriver Light	17.91
31362 - Truckdriver Medium	20.96
31363 - Truckdriver Heavy	24.64
31364 - Truckdriver Tractor-Trailer	24.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.88
99050 - Desk Clerk	13.12
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.63
99252 - Laboratory Animal Caretaker II	15.94
99260 - Marketing Analyst	26.55
99310 - Mortician	25.35
99410 - Pest Controller	18.64
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	22.73
99711 - Recycling Specialist	27.51
99730 - Refuse Collector	20.25
99810 - Sales Clerk	13.62
99820 - School Crossing Guard	15.26
99830 - Survey Party Chief	36.30
99831 - Surveying Aide	23.89
99832 - Surveying Technician	32.78
99840 - Vending Machine Attendant	20.93
99841 - Vending Machine Repairer	25.38
99842 - Vending Machine Repairer Helper	20.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

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.: 2015-5645
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: California

Area: California County of Orange

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	18.09
01012 - Accounting Clerk II	20.32
01013 - Accounting Clerk III	22.73
01020 - Administrative Assistant	34.07
01035 - Court Reporter	29.93
01041 - Customer Service Representative I	15.01
01042 - Customer Service Representative II	16.87
01043 - Customer Service Representative III	18.41
01051 - Data Entry Operator I	15.62
01052 - Data Entry Operator II	17.04
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	16.64
01090 - Duplicating Machine Operator	16.64
01111 - General Clerk I	14.89
01112 - General Clerk II	16.25
01113 - General Clerk III	18.25
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	15.40
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	24.13
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.07
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	18.20
01532 - Travel Clerk II	19.81
01533 - Travel Clerk III	21.28
01611 - Word Processor I	17.86
01612 - Word Processor II	20.05
01613 - Word Processor III	22.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.70
05010 - Automotive Electrician	23.93
05040 - Automotive Glass Installer	22.47
05070 - Automotive Worker	22.47
05110 - Mobile Equipment Servicer	19.42
05130 - Motor Equipment Metal Mechanic	25.40
05160 - Motor Equipment Metal Worker	22.47
05190 - Motor Vehicle Mechanic	25.40
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.99

05280 - Motor Vehicle Wrecker	22.47
05310 - Painter Automotive	23.93
05340 - Radiator Repair Specialist	22.47
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	25.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	16.63
07042 - Cook II	19.24
07070 - Dishwasher	12.31
07130 - Food Service Worker	12.62
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	12.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.11
11060 - Elevator Operator	14.71
11090 - Gardener	21.03
11122 - Housekeeping Aide	14.71
11150 - Janitor	14.71
11210 - Laborer Grounds Maintenance	15.77
11240 - Maid or Houseman	14.34
11260 - Pruner	14.89
11270 - Tractor Operator	19.28
11330 - Trail Maintenance Worker	15.77
11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	24.89
12012 - Certified Occupational Therapist Assistant	34.14
12015 - Certified Physical Therapist Assistant	34.47
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	51.84
12030 - EKG Technician	36.47
12035 - Electroneurodiagnostic Technologist	36.47
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	22.24
12072 - Licensed Practical Nurse II	24.89
12073 - Licensed Practical Nurse III	27.74
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	26.77
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	22.16

12210 - Nuclear Medicine Technologist		53.87
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.81
12223 - Nursing Assistant III		16.16
12224 - Nursing Assistant IV		18.15
12235 - Optical Dispenser		21.48
12236 - Optical Technician		17.14
12250 - Pharmacy Technician		20.85
12280 - Phlebotomist		19.71
12305 - Radiologic Technologist		39.48
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		30.83
12320 - Substance Abuse Treatment Counselor		26.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.14
13012 - Exhibits Specialist II		32.39
13013 - Exhibits Specialist III		39.61
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		38.46
13050 - Library Aide/Clerk		17.17
13054 - Library Information Technology Systems Administrator		34.73
13058 - Library Technician		22.50
13061 - Media Specialist I		25.07
13062 - Media Specialist II		28.04
13063 - Media Specialist III		31.26
13071 - Photographer I		19.75
13072 - Photographer II		22.09
13073 - Photographer III		29.27
13074 - Photographer IV		36.92
13075 - Photographer V		44.67
13090 - Technical Order Library Clerk		21.57
13110 - Video Teleconference Technician		24.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.48
14042 - Computer Operator II		21.79
14043 - Computer Operator III		24.29
14044 - Computer Operator IV		26.99
14045 - Computer Operator V		29.89
14071 - Computer Programmer I	(see 1)	27.42
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		19.48
14160 - Personal Computer Support Technician		26.99
14170 - System Support Specialist		34.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		42.92
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		28.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.01
15086 - Maintenance Test Pilot Rotary Wing		49.01
15088 - Non-Maintenance Test/Co-Pilot		49.01
15090 - Technical Instructor		27.06
15095 - Technical Instructor/Course Developer		33.10
15110 - Test Proctor		21.85
15120 - Tutor		21.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
16030 - Counter Attendant		
16040 - Dry Cleaner		
16070 - Finisher Flatwork Machine		
16090 - Presser Hand		
16110 - Presser Machine Drycleaning		
16130 - Presser Machine Shirts		
16160 - Presser Machine Wearing Apparel Laundry		
16190 - Sewing Machine Operator		
16220 - Tailor		
16250 - Washer Machine		
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.01
19040 - Tool And Die Maker		29.11
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		24.13
21040 - Material Expediter		24.13
21050 - Material Handling Laborer		14.08
21071 - Order Filler		14.12
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		15.91
21130 - Shipping/Receiving Clerk		15.91
21140 - Store Worker I		15.34
21150 - Stock Clerk		18.85
21210 - Tools And Parts Attendant		17.57
21410 - Warehouse Specialist		17.57
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	36.26
23019 - Aircraft Logs and Records Technician	28.30
23021 - Aircraft Mechanic I	34.24
23022 - Aircraft Mechanic II	36.26
23023 - Aircraft Mechanic III	37.67
23040 - Aircraft Mechanic Helper	24.01
23050 - Aircraft Painter	32.25
23060 - Aircraft Servicer	28.30
23070 - Aircraft Survival Flight Equipment Technician	32.25
23080 - Aircraft Worker	30.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.24
23110 - Appliance Mechanic	20.11
23120 - Bicycle Repairer	18.72
23125 - Cable Splicer	48.28
23130 - Carpenter Maintenance	29.33
23140 - Carpet Layer	22.21
23160 - Electrician Maintenance	31.52
23181 - Electronics Technician Maintenance I	27.21
23182 - Electronics Technician Maintenance II	28.97
23183 - Electronics Technician Maintenance III	30.75
23260 - Fabric Worker	31.78
23290 - Fire Alarm System Mechanic	26.03
23310 - Fire Extinguisher Repairer	22.62
23311 - Fuel Distribution System Mechanic	34.52
23312 - Fuel Distribution System Operator	26.39
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	34.24
23381 - Ground Support Equipment Servicer	28.30
23382 - Ground Support Equipment Worker	30.30
23391 - Gunsmith I	22.62
23392 - Gunsmith II	26.17
23393 - Gunsmith III	29.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.55
23440 - Heavy Equipment Operator	41.01
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	27.86
23470 - Laborer	14.08
23510 - Locksmith	27.54
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	15.48
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76

23593 - Metrology Technician III 36.12
23640 - Millwright 30.14
23710 - Office Appliance Repairer 22.93
23760 - Painter Maintenance 24.65
23790 - Pipefitter Maintenance 28.53
23810 - Plumber Maintenance 26.88
23820 - Pneudraulic Systems Mechanic 29.58
23850 - Rigger 28.24
23870 - Scale Mechanic 26.17
23890 - Sheet-Metal Worker Maintenance 24.34
23910 - Small Engine Mechanic 18.70
23931 - Telecommunications Mechanic I 30.06
23932 - Telecommunications Mechanic II 31.84
23950 - Telephone Lineman 31.93
23960 - Welder Combination Maintenance 19.75
23965 - Well Driller 29.72
23970 - Woodcraft Worker 29.58
23980 - Woodworker 22.62
24000 - Personal Needs Occupations
24550 - Case Manager 19.25
24570 - Child Care Attendant 13.08
24580 - Child Care Center Clerk 16.31
24610 - Chore Aide 12.49
24620 - Family Readiness And Support Services Coordinator 19.25
24630 - Homemaker 19.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.56
25040 - Sewage Plant Operator 38.29
25070 - Stationary Engineer 37.56
25190 - Ventilation Equipment Tender 26.33
25210 - Water Treatment Plant Operator 38.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 33.25
27007 - Baggage Inspector 14.43
27008 - Corrections Officer 35.81
27010 - Court Security Officer 39.56
27030 - Detection Dog Handler 23.77
27040 - Detention Officer 35.81
27070 - Firefighter 43.31
27101 - Guard I 14.43
27102 - Guard II 23.77
27131 - Police Officer I 48.95
27132 - Police Officer II 54.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29
28042 - Carnival Equipment Repairer 17.76
28043 - Carnival Worker 12.63
28210 - Gate Attendant/Gate Tender 17.89
28310 - Lifeguard 17.03

28350 - Park Attendant (Aide)		20.01
28510 - Recreation Aide/Health Facility Attendant		14.60
28515 - Recreation Specialist		24.79
28630 - Sports Official		15.93
28690 - Swimming Pool Operator		20.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.18
29020 - Hatch Tender		32.18
29030 - Line Handler		32.18
29041 - Stevedore I		30.05
29042 - Stevedore II		34.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.59
30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.81
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		33.75
30051 - Cryogenic Technician I		30.15
30052 - Cryogenic Technician II		33.30
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		28.59
30095 - Evidence Control Specialist		27.23
30210 - Laboratory Technician		23.13
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.57
30240 - Mathematical Technician		37.31
30361 - Paralegal/Legal Assistant I		22.22
30362 - Paralegal/Legal Assistant II		27.52
30363 - Paralegal/Legal Assistant III		33.67
30364 - Paralegal/Legal Assistant IV		40.73
30375 - Petroleum Supply Specialist		33.30
30390 - Photo-Optics Technician		33.92
30395 - Radiation Control Technician		33.30
30461 - Technical Writer I		27.70
30462 - Technical Writer II		33.89
30463 - Technical Writer III		41.00
30491 - Unexploded Ordnance (UXO) Technician I		28.95
30492 - Unexploded Ordnance (UXO) Technician II		35.02

30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 30.15
30502 - Weather Forecaster II 36.67
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 31.00
30621 - Weather Observer Senior (see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 17.17
31030 - Bus Driver 22.85
31043 - Driver Courier 16.24
31260 - Parking and Lot Attendant 13.31
31290 - Shuttle Bus Driver 17.71
31310 - Taxi Driver 15.81
31361 - Truckdriver Light 17.71
31362 - Truckdriver Medium 20.63
31363 - Truckdriver Heavy 22.68
31364 - Truckdriver Tractor-Trailer 22.68
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.08
99030 - Cashier 12.78
99050 - Desk Clerk 14.02
99095 - Embalmer 28.06
99130 - Flight Follower 28.95
99251 - Laboratory Animal Caretaker I 14.74
99252 - Laboratory Animal Caretaker II 16.07
99260 - Marketing Analyst 31.96
99310 - Mortician 34.35
99410 - Pest Controller 19.10
99510 - Photofinishing Worker 18.97
99710 - Recycling Laborer 27.98
99711 - Recycling Specialist 33.67
99730 - Refuse Collector 24.97
99810 - Sales Clerk 17.13
99820 - School Crossing Guard 15.32
99830 - Survey Party Chief 55.09
99831 - Surveying Aide 30.84
99832 - Surveying Technician 40.54
99840 - Vending Machine Attendant 15.46
99841 - Vending Machine Repairer 18.66
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 Division of Director Wage Determinations	Wage Determination No.: 2015-5646 Revision No.: 15 Date Of Last Revision: 06/13/2020

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: California

Area: California County of Orange

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.09
01012 - Accounting Clerk II		20.32
01013 - Accounting Clerk III		22.73
01020 - Administrative Assistant		34.07
01035 - Court Reporter		29.93
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.87
01043 - Customer Service Representative III		18.41
01051 - Data Entry Operator I		15.62
01052 - Data Entry Operator II		17.04
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		16.64
01090 - Duplicating Machine Operator		16.64
01111 - General Clerk I		14.89
01112 - General Clerk II		16.25
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		15.40
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		24.13
01290 - Rental Clerk		16.83
01300 - Scheduler Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		34.07
01420 - Survey Worker		19.93
01460 - Switchboard Operator/Receptionist		15.86
01531 - Travel Clerk I		18.20
01532 - Travel Clerk II		19.81
01533 - Travel Clerk III		21.28
01611 - Word Processor I		17.86
01612 - Word Processor II		20.05
01613 - Word Processor III		22.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		25.70
05010 - Automotive Electrician		23.93
05040 - Automotive Glass Installer		22.47
05070 - Automotive Worker		22.47
05110 - Mobile Equipment Servicer		19.42
05130 - Motor Equipment Metal Mechanic		25.40
05160 - Motor Equipment Metal Worker		22.47

05190 - Motor Vehicle Mechanic	25.40
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.99
05280 - Motor Vehicle Wrecker	22.47
05310 - Painter Automotive	23.93
05340 - Radiator Repair Specialist	22.47
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	25.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	16.63
07042 - Cook II	19.24
07070 - Dishwasher	12.31
07130 - Food Service Worker	12.62
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	12.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.11
11060 - Elevator Operator	14.71
11090 - Gardener	21.03
11122 - Housekeeping Aide	14.71
11150 - Janitor	14.71
11210 - Laborer Grounds Maintenance	15.77
11240 - Maid or Houseman	14.34
11260 - Pruner	14.89
11270 - Tractor Operator	19.28
11330 - Trail Maintenance Worker	15.77
11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	24.89
12012 - Certified Occupational Therapist Assistant	34.14
12015 - Certified Physical Therapist Assistant	34.47
12020 - Dental Assistant	18.66
12025 - Dental Hygienist	51.84
12030 - EKG Technician	36.47
12035 - Electroneurodiagnostic Technologist	36.47
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	22.24
12072 - Licensed Practical Nurse II	24.89
12073 - Licensed Practical Nurse III	27.74
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	26.77

12160 - Medical Record Clerk		19.83
12190 - Medical Record Technician		22.42
12195 - Medical Transcriptionist		22.16
12210 - Nuclear Medicine Technologist		53.87
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.81
12223 - Nursing Assistant III		16.16
12224 - Nursing Assistant IV		18.15
12235 - Optical Dispenser		21.48
12236 - Optical Technician		17.14
12250 - Pharmacy Technician		20.85
12280 - Phlebotomist		19.71
12305 - Radiologic Technologist		39.48
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		30.83
12320 - Substance Abuse Treatment Counselor		26.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.14
13012 - Exhibits Specialist II		32.39
13013 - Exhibits Specialist III		39.61
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		38.46
13050 - Library Aide/Clerk		17.17
13054 - Library Information Technology Systems Administrator		34.73
13058 - Library Technician		22.50
13061 - Media Specialist I		25.07
13062 - Media Specialist II		28.04
13063 - Media Specialist III		31.26
13071 - Photographer I		19.75
13072 - Photographer II		22.09
13073 - Photographer III		29.27
13074 - Photographer IV		36.92
13075 - Photographer V		44.67
13090 - Technical Order Library Clerk		21.57
13110 - Video Teleconference Technician		24.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.48
14042 - Computer Operator II		21.79
14043 - Computer Operator III		24.29
14044 - Computer Operator IV		26.99
14045 - Computer Operator V		29.89
14071 - Computer Programmer I	(see 1)	27.42

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		19.48
14160 - Personal Computer Support Technician		26.99
14170 - System Support Specialist		34.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		42.92
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		28.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.01
15086 - Maintenance Test Pilot Rotary Wing		49.01
15088 - Non-Maintenance Test/Co-Pilot		49.01
15090 - Technical Instructor		27.06
15095 - Technical Instructor/Course Developer		33.10
15110 - Test Proctor		21.85
15120 - Tutor		21.85
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
16030 - Counter Attendant		
16040 - Dry Cleaner		
16070 - Finisher Flatwork Machine		
16090 - Presser Hand		
16110 - Presser Machine Drycleaning		
16130 - Presser Machine Shirts		
16160 - Presser Machine Wearing Apparel Laundry		
16190 - Sewing Machine Operator		
16220 - Tailor		
16250 - Washer Machine		
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.01
19040 - Tool And Die Maker		29.11
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		24.13
21040 - Material Expediter		24.13
21050 - Material Handling Laborer		14.08
21071 - Order Filler		14.12
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		15.91
21130 - Shipping/Receiving Clerk		15.91
21140 - Store Worker I		15.34
21150 - Stock Clerk		18.85

21210 - Tools And Parts Attendant 17.57
21410 - Warehouse Specialist 17.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.26
23019 - Aircraft Logs and Records Technician 28.30
23021 - Aircraft Mechanic I 34.24
23022 - Aircraft Mechanic II 36.26
23023 - Aircraft Mechanic III 37.67
23040 - Aircraft Mechanic Helper 24.01
23050 - Aircraft Painter 32.25
23060 - Aircraft Servicer 28.30
23070 - Aircraft Survival Flight Equipment Technician 32.25
23080 - Aircraft Worker 30.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.24
23110 - Appliance Mechanic 20.11
23120 - Bicycle Repairer 18.72
23125 - Cable Splicer 48.28
23130 - Carpenter Maintenance 29.33
23140 - Carpet Layer 22.21
23160 - Electrician Maintenance 31.52
23181 - Electronics Technician Maintenance I 27.21
23182 - Electronics Technician Maintenance II 28.97
23183 - Electronics Technician Maintenance III 30.75
23260 - Fabric Worker 31.78
23290 - Fire Alarm System Mechanic 26.03
23310 - Fire Extinguisher Repairer 22.62
23311 - Fuel Distribution System Mechanic 34.52
23312 - Fuel Distribution System Operator 26.39
23370 - General Maintenance Worker 23.26
23380 - Ground Support Equipment Mechanic 34.24
23381 - Ground Support Equipment Servicer 28.30
23382 - Ground Support Equipment Worker 30.30
23391 - Gunsmith I 22.62
23392 - Gunsmith II 26.17
23393 - Gunsmith III 29.58
23410 - Heating Ventilation And Air-Conditioning Mechanic
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 34.55
23440 - Heavy Equipment Operator 41.01
23460 - Instrument Mechanic 32.82
23465 - Laboratory/Shelter Mechanic 27.86
23470 - Laborer 14.08
23510 - Locksmith 27.54
23530 - Machinery Maintenance Mechanic 27.12
23550 - Machinist Maintenance 25.41

23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 32.82
23592 - Metrology Technician II 34.76
23593 - Metrology Technician III 36.12
23640 - Millwright 30.14
23710 - Office Appliance Repairer 22.93
23760 - Painter Maintenance 24.65
23790 - Pipefitter Maintenance 28.53
23810 - Plumber Maintenance 26.88
23820 - Pneudraulic Systems Mechanic 29.58
23850 - Rigger 28.24
23870 - Scale Mechanic 26.17
23890 - Sheet-Metal Worker Maintenance 24.34
23910 - Small Engine Mechanic 18.70
23931 - Telecommunications Mechanic I 30.06
23932 - Telecommunications Mechanic II 31.84
23950 - Telephone Lineman 31.93
23960 - Welder Combination Maintenance 19.75
23965 - Well Driller 29.72
23970 - Woodcraft Worker 29.58
23980 - Woodworker 22.62
24000 - Personal Needs Occupations
24550 - Case Manager 19.25
24570 - Child Care Attendant 13.08
24580 - Child Care Center Clerk 16.31
24610 - Chore Aide 12.49
24620 - Family Readiness And Support Services Coordinator 19.25
24630 - Homemaker 19.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 37.56
25040 - Sewage Plant Operator 38.29
25070 - Stationary Engineer 37.56
25190 - Ventilation Equipment Tender 26.33
25210 - Water Treatment Plant Operator 38.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 33.25
27007 - Baggage Inspector 14.43
27008 - Corrections Officer 35.81
27010 - Court Security Officer 39.56
27030 - Detection Dog Handler 23.77
27040 - Detention Officer 35.81
27070 - Firefighter 43.31
27101 - Guard I 14.43
27102 - Guard II 23.77
27131 - Police Officer I 48.95
27132 - Police Officer II 54.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29
28042 - Carnival Equipment Repairer 17.76

28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		17.89
28310 - Lifeguard		17.03
28350 - Park Attendant (Aide)		20.01
28510 - Recreation Aide/Health Facility Attendant		14.60
28515 - Recreation Specialist		24.79
28630 - Sports Official		15.93
28690 - Swimming Pool Operator		20.55
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.18
29020 - Hatch Tender		32.18
29030 - Line Handler		32.18
29041 - Stevedore I		30.05
29042 - Stevedore II		34.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.59
30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.81
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		33.75
30051 - Cryogenic Technician I		30.15
30052 - Cryogenic Technician II		33.30
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		28.59
30095 - Evidence Control Specialist		27.23
30210 - Laboratory Technician		23.13
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.57
30240 - Mathematical Technician		37.31
30361 - Paralegal/Legal Assistant I		22.22
30362 - Paralegal/Legal Assistant II		27.52
30363 - Paralegal/Legal Assistant III		33.67
30364 - Paralegal/Legal Assistant IV		40.73
30375 - Petroleum Supply Specialist		33.30
30390 - Photo-Optics Technician		33.92
30395 - Radiation Control Technician		33.30
30461 - Technical Writer I		27.70
30462 - Technical Writer II		33.89

30463 - Technical Writer III 41.00
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 30.15
30502 - Weather Forecaster II 36.67
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 31.00
30621 - Weather Observer Senior (see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 17.17
31030 - Bus Driver 22.85
31043 - Driver Courier 16.24
31260 - Parking and Lot Attendant 13.31
31290 - Shuttle Bus Driver 17.71
31310 - Taxi Driver 15.81
31361 - Truckdriver Light 17.71
31362 - Truckdriver Medium 20.63
31363 - Truckdriver Heavy 22.68
31364 - Truckdriver Tractor-Trailer 22.68
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.08
99030 - Cashier 12.78
99050 - Desk Clerk 14.02
99095 - Embalmer 28.06
99130 - Flight Follower 28.95
99251 - Laboratory Animal Caretaker I 14.74
99252 - Laboratory Animal Caretaker II 16.07
99260 - Marketing Analyst 31.96
99310 - Mortician 34.35
99410 - Pest Controller 19.10
99510 - Photofinishing Worker 18.97
99710 - Recycling Laborer 27.98
99711 - Recycling Specialist 33.67
99730 - Refuse Collector 24.97
99810 - Sales Clerk 17.13
99820 - School Crossing Guard 15.32
99830 - Survey Party Chief 55.09
99831 - Surveying Aide 30.84
99832 - Surveying Technician 40.54
99840 - Vending Machine Attendant 15.46
99841 - Vending Machine Repairer 18.66
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

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.: 2015-5647
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: California

Area: California County of Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.31
01012 - Accounting Clerk II		21.68
01013 - Accounting Clerk III		24.25
01020 - Administrative Assistant		34.35
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		15.03
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.44
01051 - Data Entry Operator I		15.69
01052 - Data Entry Operator II		17.12
01060 - Dispatcher Motor Vehicle		20.77
01070 - Document Preparation Clerk		17.08
01090 - Duplicating Machine Operator		17.08
01111 - General Clerk I		14.85
01112 - General Clerk II		16.20

01113 - General Clerk III	18.19
01120 - Housing Referral Assistant	22.50
01141 - Messenger Courier	15.57
01191 - Order Clerk I	17.19
01192 - Order Clerk II	18.76
01261 - Personnel Assistant (Employment) I	18.47
01262 - Personnel Assistant (Employment) II	20.66
01263 - Personnel Assistant (Employment) III	23.03
01270 - Production Control Clerk	27.15
01290 - Rental Clerk	15.43
01300 - Scheduler Maintenance	18.04
01311 - Secretary I	18.04
01312 - Secretary II	20.18
01313 - Secretary III	22.50
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	34.35
01420 - Survey Worker	21.81
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	14.81
01532 - Travel Clerk II	15.52
01533 - Travel Clerk III	16.54
01611 - Word Processor I	19.60
01612 - Word Processor II	22.01
01613 - Word Processor III	24.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.30
05010 - Automotive Electrician	20.21
05040 - Automotive Glass Installer	19.35
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.38
05130 - Motor Equipment Metal Mechanic	21.01
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.01
05220 - Motor Vehicle Mechanic Helper	15.95
05250 - Motor Vehicle Upholstery Worker	18.41
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.21
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	15.66
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.14
07041 - Cook I	17.03
07042 - Cook II	18.95
07070 - Dishwasher	12.99
07130 - Food Service Worker	13.06
07210 - Meat Cutter	17.93
07260 - Waiter/Waitress	13.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.91

09040 - Furniture Handler	14.16
09080 - Furniture Refinisher	21.91
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	19.95
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.65
11060 - Elevator Operator	15.57
11090 - Gardener	19.71
11122 - Housekeeping Aide	15.57
11150 - Janitor	15.57
11210 - Laborer Grounds Maintenance	14.82
11240 - Maid or Houseman	14.14
11260 - Pruner	13.19
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	14.82
11360 - Window Cleaner	17.50
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	25.70
12012 - Certified Occupational Therapist Assistant	35.24
12015 - Certified Physical Therapist Assistant	33.22
12020 - Dental Assistant	21.41
12025 - Dental Hygienist	56.55
12030 - EKG Technician	34.31
12035 - Electroneurodiagnostic Technologist	34.31
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	22.97
12072 - Licensed Practical Nurse II	25.70
12073 - Licensed Practical Nurse III	28.64
12100 - Medical Assistant	17.71
12130 - Medical Laboratory Technician	26.83
12160 - Medical Record Clerk	20.35
12190 - Medical Record Technician	22.76
12195 - Medical Transcriptionist	20.98
12210 - Nuclear Medicine Technologist	56.45
12221 - Nursing Assistant I	12.92
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.86
12224 - Nursing Assistant IV	17.81
12235 - Optical Dispenser	22.08
12236 - Optical Technician	22.97
12250 - Pharmacy Technician	23.43
12280 - Phlebotomist	22.65
12305 - Radiologic Technologist	41.45
12311 - Registered Nurse I	28.75
12312 - Registered Nurse II	35.16
12313 - Registered Nurse II Specialist	35.16
12314 - Registered Nurse III	57.60
12315 - Registered Nurse III Anesthetist	57.60

12316 - Registered Nurse IV		50.99
12317 - Scheduler (Drug and Alcohol Testing)		31.83
12320 - Substance Abuse Treatment Counselor		22.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.37
13012 - Exhibits Specialist II		32.66
13013 - Exhibits Specialist III		39.95
13041 - Illustrator I		26.37
13042 - Illustrator II		32.66
13043 - Illustrator III		39.95
13047 - Librarian		36.17
13050 - Library Aide/Clerk		16.59
13054 - Library Information Technology Systems Administrator		32.66
13058 - Library Technician		22.12
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.37
13063 - Media Specialist III		29.39
13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.67
13074 - Photographer IV		37.53
13075 - Photographer V		41.87
13090 - Technical Order Library Clerk		19.02
13110 - Video Teleconference Technician		21.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.49
14042 - Computer Operator II		21.81
14043 - Computer Operator III		24.31
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		29.91
14071 - Computer Programmer I	(see 1)	24.91
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		19.49
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		37.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.43
15020 - Aircrew Training Devices Instructor (Rated)		44.07
15030 - Air Crew Training Devices Instructor (Pilot)		52.83
15050 - Computer Based Training Specialist / Instructor		34.03
15060 - Educational Technologist		32.82
15070 - Flight Instructor (Pilot)		52.83
15080 - Graphic Artist		24.98
15085 - Maintenance Test Pilot Fixed Jet/Prop		52.83

15086 - Maintenance Test Pilot Rotary Wing 52.83
15088 - Non-Maintenance Test/Co-Pilot 52.83
15090 - Technical Instructor 24.45
15095 - Technical Instructor/Course Developer 29.91
15110 - Test Proctor 19.74
15120 - Tutor 19.74
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) 25.93
19040 - Tool And Die Maker 30.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.97
21030 - Material Coordinator 27.15
21040 - Material Expediter 27.15
21050 - Material Handling Laborer 15.87
21071 - Order Filler 15.11
21080 - Production Line Worker (Food Processing) 15.97
21110 - Shipping Packer 17.80
21130 - Shipping/Receiving Clerk 17.80
21140 - Store Worker I 13.54
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 15.97
21410 - Warehouse Specialist 15.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.02
23019 - Aircraft Logs and Records Technician 26.18
23021 - Aircraft Mechanic I 29.78
23022 - Aircraft Mechanic II 31.02
23023 - Aircraft Mechanic III 32.14
23040 - Aircraft Mechanic Helper 22.67
23050 - Aircraft Painter 28.63
23060 - Aircraft Servicer 26.18
23070 - Aircraft Survival Flight Equipment Technician 28.63
23080 - Aircraft Worker 27.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.78
23110 - Appliance Mechanic 25.83

23120 - Bicycle Repairer 22.25
23125 - Cable Splicer 27.83
23130 - Carpenter Maintenance 29.01
23140 - Carpet Layer 24.07
23160 - Electrician Maintenance 30.65
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 28.81
23183 - Electronics Technician Maintenance III 31.22
23260 - Fabric Worker 23.57
23290 - Fire Alarm System Mechanic 27.04
23310 - Fire Extinguisher Repairer 22.25
23311 - Fuel Distribution System Mechanic 29.80
23312 - Fuel Distribution System Operator 23.62
23370 - General Maintenance Worker 20.59
23380 - Ground Support Equipment Mechanic 29.78
23381 - Ground Support Equipment Servicer 26.18
23382 - Ground Support Equipment Worker 27.39
23391 - Gunsmith I 22.25
23392 - Gunsmith II 24.77
23393 - Gunsmith III 26.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.23
23430 - Heavy Equipment Mechanic 28.80
23440 - Heavy Equipment Operator 31.14
23460 - Instrument Mechanic 26.96
23465 - Laboratory/Shelter Mechanic 25.88
23470 - Laborer 15.87
23510 - Locksmith 25.88
23530 - Machinery Maintenance Mechanic 32.40
23550 - Machinist Maintenance 22.95
23580 - Maintenance Trades Helper 15.36
23591 - Metrology Technician I 26.96
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.03
23640 - Millwright 26.96
23710 - Office Appliance Repairer 23.39
23760 - Painter Maintenance 21.20
23790 - Pipefitter Maintenance 29.87
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 26.96
23850 - Rigger 26.87
23870 - Scale Mechanic 24.77
23890 - Sheet-Metal Worker Maintenance 29.84
23910 - Small Engine Mechanic 24.72
23931 - Telecommunications Mechanic I 27.15
23932 - Telecommunications Mechanic II 28.31
23950 - Telephone Lineman 27.24
23960 - Welder Combination Maintenance 23.27

23965 - Well Driller	26.96
23970 - Woodcraft Worker	26.96
23980 - Woodworker	22.25
24000 - Personal Needs Occupations	
24550 - Case Manager	21.09
24570 - Child Care Attendant	14.38
24580 - Child Care Center Clerk	18.40
24610 - Chore Aide	13.18
24620 - Family Readiness And Support Services Coordinator	21.09
24630 - Homemaker	21.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.96
25040 - Sewage Plant Operator	32.64
25070 - Stationary Engineer	26.96
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant Operator	32.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.66
27007 - Baggage Inspector	14.26
27008 - Corrections Officer	37.29
27010 - Court Security Officer	37.29
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	37.29
27070 - Firefighter	33.98
27101 - Guard I	14.26
27102 - Guard II	15.95
27131 - Police Officer I	46.87
27132 - Police Officer II	52.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.42
28042 - Carnival Equipment Repairer	17.88
28043 - Carnival Worker	11.97
28210 - Gate Attendant/Gate Tender	16.81
28310 - Lifeguard	14.76
28350 - Park Attendant (Aide)	18.81
28510 - Recreation Aide/Health Facility Attendant	13.72
28515 - Recreation Specialist	23.30
28630 - Sports Official	14.97
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.87
29020 - Hatch Tender	30.87
29030 - Line Handler	30.87
29041 - Stevedore I	29.37
29042 - Stevedore II	32.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.59

30021 - Archeological Technician I		19.54
30022 - Archeological Technician II		21.86
30023 - Archeological Technician III		27.07
30030 - Cartographic Technician		27.07
30040 - Civil Engineering Technician		34.09
30051 - Cryogenic Technician I		29.98
30052 - Cryogenic Technician II		33.11
30061 - Drafter/CAD Operator I		19.54
30062 - Drafter/CAD Operator II		21.86
30063 - Drafter/CAD Operator III		24.36
30064 - Drafter/CAD Operator IV		29.98
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		19.21
30083 - Engineering Technician III		21.06
30084 - Engineering Technician IV		29.71
30085 - Engineering Technician V		33.15
30086 - Engineering Technician VI		40.11
30090 - Environmental Technician		29.81
30095 - Evidence Control Specialist		27.07
30210 - Laboratory Technician		25.43
30221 - Latent Fingerprint Technician I		29.98
30222 - Latent Fingerprint Technician II		33.11
30240 - Mathematical Technician		27.07
30361 - Paralegal/Legal Assistant I		21.56
30362 - Paralegal/Legal Assistant II		26.71
30363 - Paralegal/Legal Assistant III		32.67
30364 - Paralegal/Legal Assistant IV		39.52
30375 - Petroleum Supply Specialist		33.11
30390 - Photo-Optics Technician		27.07
30395 - Radiation Control Technician		33.11
30461 - Technical Writer I		27.04
30462 - Technical Writer II		33.08
30463 - Technical Writer III		40.02
30491 - Unexploded Ordnance (UXO) Technician I		28.95
30492 - Unexploded Ordnance (UXO) Technician II		35.02
30493 - Unexploded Ordnance (UXO) Technician III		41.98
30494 - Unexploded (UXO) Safety Escort		28.95
30495 - Unexploded (UXO) Sweep Personnel		28.95
30501 - Weather Forecaster I		29.98
30502 - Weather Forecaster II		36.47
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.36
30621 - Weather Observer Senior	(see 2)	27.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.02
31020 - Bus Aide		19.02
31030 - Bus Driver		27.49
31043 - Driver Courier		17.40
31260 - Parking and Lot Attendant		12.66
31290 - Shuttle Bus Driver		19.13

31310 - Taxi Driver	14.40
31361 - Truckdriver Light	18.96
31362 - Truckdriver Medium	20.08
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.50
99050 - Desk Clerk	14.18
99095 - Embalmer	28.95
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	17.32
99252 - Laboratory Animal Caretaker II	18.88
99260 - Marketing Analyst	31.80
99310 - Mortician	28.95
99410 - Pest Controller	18.38
99510 - Photofinishing Worker	16.31
99710 - Recycling Laborer	26.83
99711 - Recycling Specialist	31.50
99730 - Refuse Collector	23.87
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.61
99830 - Survey Party Chief	31.13
99831 - Surveying Aide	20.49
99832 - Surveying Technician	28.12
99840 - Vending Machine Attendant	20.93
99841 - Vending Machine Repairer	25.38
99842 - Vending Machine Repairer Helper	20.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5648
Revision No.: 11
Date Of Last Revision: 08/28/2020

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: California

Area: California County of Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.31
01012 - Accounting Clerk II		21.68
01013 - Accounting Clerk III		24.25
01020 - Administrative Assistant		34.35
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		15.03
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.44
01051 - Data Entry Operator I		15.69
01052 - Data Entry Operator II		17.12
01060 - Dispatcher Motor Vehicle		20.77
01070 - Document Preparation Clerk		17.08

01090 - Duplicating Machine Operator	17.08
01111 - General Clerk I	14.85
01112 - General Clerk II	16.20
01113 - General Clerk III	18.19
01120 - Housing Referral Assistant	22.50
01141 - Messenger Courier	15.57
01191 - Order Clerk I	17.19
01192 - Order Clerk II	18.76
01261 - Personnel Assistant (Employment) I	18.47
01262 - Personnel Assistant (Employment) II	20.66
01263 - Personnel Assistant (Employment) III	23.03
01270 - Production Control Clerk	27.15
01290 - Rental Clerk	15.43
01300 - Scheduler Maintenance	18.04
01311 - Secretary I	18.04
01312 - Secretary II	20.18
01313 - Secretary III	22.50
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	34.35
01420 - Survey Worker	21.81
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	14.81
01532 - Travel Clerk II	15.52
01533 - Travel Clerk III	16.54
01611 - Word Processor I	19.60
01612 - Word Processor II	22.01
01613 - Word Processor III	24.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.30
05010 - Automotive Electrician	20.21
05040 - Automotive Glass Installer	19.35
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.38
05130 - Motor Equipment Metal Mechanic	21.01
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.01
05220 - Motor Vehicle Mechanic Helper	15.95
05250 - Motor Vehicle Upholstery Worker	18.41
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.21
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	15.66
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.14
07041 - Cook I	17.03
07042 - Cook II	18.95
07070 - Dishwasher	12.99
07130 - Food Service Worker	13.06
07210 - Meat Cutter	17.93

07260 - Waiter/Waitress	13.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	14.16
09080 - Furniture Refinisher	21.91
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	19.95
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.65
11060 - Elevator Operator	15.57
11090 - Gardener	19.71
11122 - Housekeeping Aide	15.57
11150 - Janitor	15.57
11210 - Laborer Grounds Maintenance	14.82
11240 - Maid or Houseman	14.14
11260 - Pruner	13.19
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	14.82
11360 - Window Cleaner	17.50
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	25.70
12012 - Certified Occupational Therapist Assistant	35.24
12015 - Certified Physical Therapist Assistant	33.22
12020 - Dental Assistant	21.41
12025 - Dental Hygienist	56.55
12030 - EKG Technician	34.31
12035 - Electroneurodiagnostic Technologist	34.31
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	22.97
12072 - Licensed Practical Nurse II	25.70
12073 - Licensed Practical Nurse III	28.64
12100 - Medical Assistant	17.71
12130 - Medical Laboratory Technician	26.83
12160 - Medical Record Clerk	20.35
12190 - Medical Record Technician	22.76
12195 - Medical Transcriptionist	20.98
12210 - Nuclear Medicine Technologist	56.45
12221 - Nursing Assistant I	12.92
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.86
12224 - Nursing Assistant IV	17.81
12235 - Optical Dispenser	22.08
12236 - Optical Technician	22.97
12250 - Pharmacy Technician	23.43
12280 - Phlebotomist	22.65
12305 - Radiologic Technologist	41.45
12311 - Registered Nurse I	28.75
12312 - Registered Nurse II	35.16

12313 - Registered Nurse II Specialist		35.16
12314 - Registered Nurse III		57.60
12315 - Registered Nurse III Anesthetist		57.60
12316 - Registered Nurse IV		50.99
12317 - Scheduler (Drug and Alcohol Testing)		31.83
12320 - Substance Abuse Treatment Counselor		22.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.37
13012 - Exhibits Specialist II		32.66
13013 - Exhibits Specialist III		39.95
13041 - Illustrator I		26.37
13042 - Illustrator II		32.66
13043 - Illustrator III		39.95
13047 - Librarian		36.17
13050 - Library Aide/Clerk		16.59
13054 - Library Information Technology Systems Administrator		32.66
13058 - Library Technician		22.12
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.37
13063 - Media Specialist III		29.39
13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.67
13074 - Photographer IV		37.53
13075 - Photographer V		41.87
13090 - Technical Order Library Clerk		19.02
13110 - Video Teleconference Technician		21.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.49
14042 - Computer Operator II		21.81
14043 - Computer Operator III		24.31
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		29.91
14071 - Computer Programmer I	(see 1)	24.91
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		19.49
14160 - Personal Computer Support Technician		27.01
14170 - System Support Specialist		37.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.43
15020 - Aircrew Training Devices Instructor (Rated)		44.07
15030 - Air Crew Training Devices Instructor (Pilot)		52.83
15050 - Computer Based Training Specialist / Instructor		34.03
15060 - Educational Technologist		32.82

15070 - Flight Instructor (Pilot) 52.83
15080 - Graphic Artist 24.98
15085 - Maintenance Test Pilot Fixed Jet/Prop 52.83
15086 - Maintenance Test Pilot Rotary Wing 52.83
15088 - Non-Maintenance Test/Co-Pilot 52.83
15090 - Technical Instructor 24.45
15095 - Technical Instructor/Course Developer 29.91
15110 - Test Proctor 19.74
15120 - Tutor 19.74
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) 25.93
19040 - Tool And Die Maker 30.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.97
21030 - Material Coordinator 27.15
21040 - Material Expediter 27.15
21050 - Material Handling Laborer 15.87
21071 - Order Filler 15.11
21080 - Production Line Worker (Food Processing) 15.97
21110 - Shipping Packer 17.80
21130 - Shipping/Receiving Clerk 17.80
21140 - Store Worker I 13.54
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 15.97
21410 - Warehouse Specialist 15.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.02
23019 - Aircraft Logs and Records Technician 26.18
23021 - Aircraft Mechanic I 29.78
23022 - Aircraft Mechanic II 31.02
23023 - Aircraft Mechanic III 32.14
23040 - Aircraft Mechanic Helper 22.67
23050 - Aircraft Painter 28.63
23060 - Aircraft Servicer 26.18
23070 - Aircraft Survival Flight Equipment Technician 28.63
23080 - Aircraft Worker 27.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.39

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.78
23110 - Appliance Mechanic 25.83
23120 - Bicycle Repairer 22.25
23125 - Cable Splicer 27.83
23130 - Carpenter Maintenance 29.01
23140 - Carpet Layer 24.07
23160 - Electrician Maintenance 30.65
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 28.81
23183 - Electronics Technician Maintenance III 31.22
23260 - Fabric Worker 23.57
23290 - Fire Alarm System Mechanic 27.04
23310 - Fire Extinguisher Repairer 22.25
23311 - Fuel Distribution System Mechanic 29.80
23312 - Fuel Distribution System Operator 23.62
23370 - General Maintenance Worker 20.59
23380 - Ground Support Equipment Mechanic 29.78
23381 - Ground Support Equipment Servicer 26.18
23382 - Ground Support Equipment Worker 27.39
23391 - Gunsmith I 22.25
23392 - Gunsmith II 24.77
23393 - Gunsmith III 26.96
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.23
23430 - Heavy Equipment Mechanic 28.80
23440 - Heavy Equipment Operator 31.14
23460 - Instrument Mechanic 26.96
23465 - Laboratory/Shelter Mechanic 25.88
23470 - Laborer 15.87
23510 - Locksmith 25.88
23530 - Machinery Maintenance Mechanic 32.40
23550 - Machinist Maintenance 22.95
23580 - Maintenance Trades Helper 15.36
23591 - Metrology Technician I 26.96
23592 - Metrology Technician II 28.04
23593 - Metrology Technician III 29.03
23640 - Millwright 26.96
23710 - Office Appliance Repairer 23.39
23760 - Painter Maintenance 21.20
23790 - Pipefitter Maintenance 29.87
23810 - Plumber Maintenance 28.74
23820 - Pneudraulic Systems Mechanic 26.96
23850 - Rigger 26.87
23870 - Scale Mechanic 24.77
23890 - Sheet-Metal Worker Maintenance 29.84
23910 - Small Engine Mechanic 24.72
23931 - Telecommunications Mechanic I 27.15

23932 - Telecommunications Mechanic II 28.31
23950 - Telephone Lineman 27.24
23960 - Welder Combination Maintenance 23.27
23965 - Well Driller 26.96
23970 - Woodcraft Worker 26.96
23980 - Woodworker 22.25
24000 - Personal Needs Occupations
24550 - Case Manager 21.09
24570 - Child Care Attendant 14.38
24580 - Child Care Center Clerk 18.40
24610 - Chore Aide 13.18
24620 - Family Readiness And Support Services Coordinator 21.09
24630 - Homemaker 21.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.96
25040 - Sewage Plant Operator 32.64
25070 - Stationary Engineer 26.96
25190 - Ventilation Equipment Tender 20.42
25210 - Water Treatment Plant Operator 32.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.66
27007 - Baggage Inspector 14.26
27008 - Corrections Officer 37.29
27010 - Court Security Officer 37.29
27030 - Detection Dog Handler 15.95
27040 - Detention Officer 37.29
27070 - Firefighter 33.98
27101 - Guard I 14.26
27102 - Guard II 15.95
27131 - Police Officer I 46.87
27132 - Police Officer II 52.09
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.42
28042 - Carnival Equipment Repairer 17.88
28043 - Carnival Worker 11.97
28210 - Gate Attendant/Gate Tender 16.81
28310 - Lifeguard 14.76
28350 - Park Attendant (Aide) 18.81
28510 - Recreation Aide/Health Facility Attendant 13.72
28515 - Recreation Specialist 23.30
28630 - Sports Official 14.97
28690 - Swimming Pool Operator 20.66
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.87
29020 - Hatch Tender 30.87
29030 - Line Handler 30.87
29041 - Stevedore I 29.37
29042 - Stevedore II 32.25
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.59
30021 - Archeological Technician I 19.54
30022 - Archeological Technician II 21.86
30023 - Archeological Technician III 27.07
30030 - Cartographic Technician 27.07
30040 - Civil Engineering Technician 34.09
30051 - Cryogenic Technician I 29.98
30052 - Cryogenic Technician II 33.11
30061 - Drafter/CAD Operator I 19.54
30062 - Drafter/CAD Operator II 21.86
30063 - Drafter/CAD Operator III 24.36
30064 - Drafter/CAD Operator IV 29.98
30081 - Engineering Technician I 16.50
30082 - Engineering Technician II 19.21
30083 - Engineering Technician III 21.06
30084 - Engineering Technician IV 29.71
30085 - Engineering Technician V 33.15
30086 - Engineering Technician VI 40.11
30090 - Environmental Technician 29.81
30095 - Evidence Control Specialist 27.07
30210 - Laboratory Technician 25.43
30221 - Latent Fingerprint Technician I 29.98
30222 - Latent Fingerprint Technician II 33.11
30240 - Mathematical Technician 27.07
30361 - Paralegal/Legal Assistant I 21.56
30362 - Paralegal/Legal Assistant II 26.71
30363 - Paralegal/Legal Assistant III 32.67
30364 - Paralegal/Legal Assistant IV 39.52
30375 - Petroleum Supply Specialist 33.11
30390 - Photo-Optics Technician 27.07
30395 - Radiation Control Technician 33.11
30461 - Technical Writer I 27.04
30462 - Technical Writer II 33.08
30463 - Technical Writer III 40.02
30491 - Unexploded Ordnance (UXO) Technician I 28.95
30492 - Unexploded Ordnance (UXO) Technician II 35.02
30493 - Unexploded Ordnance (UXO) Technician III 41.98
30494 - Unexploded (UXO) Safety Escort 28.95
30495 - Unexploded (UXO) Sweep Personnel 28.95
30501 - Weather Forecaster I 29.98
30502 - Weather Forecaster II 36.47
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.36
30621 - Weather Observer Senior (see 2) 27.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.02
31020 - Bus Aide 19.02
31030 - Bus Driver 27.49

31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	19.13
31310 - Taxi Driver	14.40
31361 - Truckdriver Light	18.96
31362 - Truckdriver Medium	20.08
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.50
99050 - Desk Clerk	14.18
99095 - Embalmer	28.95
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	17.32
99252 - Laboratory Animal Caretaker II	18.88
99260 - Marketing Analyst	31.80
99310 - Mortician	28.95
99410 - Pest Controller	18.38
99510 - Photofinishing Worker	16.31
99710 - Recycling Laborer	26.83
99711 - Recycling Specialist	31.50
99730 - Refuse Collector	23.87
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.61
99830 - Survey Party Chief	31.13
99831 - Surveying Aide	20.49
99832 - Surveying Technician	28.12
99840 - Vending Machine Attendant	20.93
99841 - Vending Machine Repairer	25.38
99842 - Vending Machine Repairer Helper	20.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

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.: 2015-5649
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: California

Area: California County of Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		31.71
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		15.62
01042 - Customer Service Representative II		17.56
01043 - Customer Service Representative III		19.16
01051 - Data Entry Operator I		19.39
01052 - Data Entry Operator II		21.16
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.52
01090 - Duplicating Machine Operator		17.52
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31

01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	17.70
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	31.71
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	17.37
01531 - Travel Clerk I	15.57
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.01
05010 - Automotive Electrician	22.94
05040 - Automotive Glass Installer	21.71
05070 - Automotive Worker	21.71
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	24.19
05160 - Motor Equipment Metal Worker	21.71
05190 - Motor Vehicle Mechanic	24.19
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.71
05310 - Painter Automotive	22.94
05340 - Radiator Repair Specialist	21.71
05370 - Tire Repairer	14.62
05400 - Transmission Repair Specialist	24.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.58
07041 - Cook I	17.40
07042 - Cook II	19.75
07070 - Dishwasher	12.23
07130 - Food Service Worker	12.88
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.04

09040 - Furniture Handler	17.36
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.84
09110 - Furniture Repairer Minor	24.11
09130 - Upholsterer	27.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.25
11060 - Elevator Operator	14.25
11090 - Gardener	21.60
11122 - Housekeeping Aide	15.51
11150 - Janitor	15.51
11210 - Laborer Grounds Maintenance	17.52
11240 - Maid or Houseman	13.74
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	28.41
12011 - Breath Alcohol Technician	27.55
12012 - Certified Occupational Therapist Assistant	37.80
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	24.18
12025 - Dental Hygienist	54.48
12030 - EKG Technician	41.74
12035 - Electroneurodiagnostic Technologist	41.74
12040 - Emergency Medical Technician	28.41
12071 - Licensed Practical Nurse I	24.62
12072 - Licensed Practical Nurse II	27.55
12073 - Licensed Practical Nurse III	30.71
12100 - Medical Assistant	21.00
12130 - Medical Laboratory Technician	29.12
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.85
12195 - Medical Transcriptionist	24.62
12210 - Nuclear Medicine Technologist	60.53
12221 - Nursing Assistant I	13.77
12222 - Nursing Assistant II	15.48
12223 - Nursing Assistant III	16.89
12224 - Nursing Assistant IV	18.96
12235 - Optical Dispenser	22.79
12236 - Optical Technician	24.62
12250 - Pharmacy Technician	21.25
12280 - Phlebotomist	22.76
12305 - Radiologic Technologist	41.06
12311 - Registered Nurse I	38.74
12312 - Registered Nurse II	47.39
12313 - Registered Nurse II Specialist	47.39
12314 - Registered Nurse III	62.83
12315 - Registered Nurse III Anesthetist	62.83

12316 - Registered Nurse IV		68.72
12317 - Scheduler (Drug and Alcohol Testing)		34.13
12320 - Substance Abuse Treatment Counselor		19.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.67
13012 - Exhibits Specialist II		34.27
13013 - Exhibits Specialist III		41.93
13041 - Illustrator I		27.67
13042 - Illustrator II		34.27
13043 - Illustrator III		41.93
13047 - Librarian		37.96
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		34.27
13058 - Library Technician		26.04
13061 - Media Specialist I		24.73
13062 - Media Specialist II		27.67
13063 - Media Specialist III		30.84
13071 - Photographer I		24.73
13072 - Photographer II		27.67
13073 - Photographer III		34.27
13074 - Photographer IV		41.93
13075 - Photographer V		50.72
13090 - Technical Order Library Clerk		21.95
13110 - Video Teleconference Technician		24.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.93
14042 - Computer Operator II		23.42
14043 - Computer Operator III		26.11
14044 - Computer Operator IV		29.01
14045 - Computer Operator V		32.13
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		20.93
14160 - Personal Computer Support Technician		29.01
14170 - System Support Specialist		37.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		33.44
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		28.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.17

15086 - Maintenance Test Pilot Rotary Wing 49.17
15088 - Non-Maintenance Test/Co-Pilot 49.17
15090 - Technical Instructor 33.32
15095 - Technical Instructor/Course Developer 40.76
15110 - Test Proctor 26.90
15120 - Tutor 26.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 18.13
16030 - Counter Attendant 18.13
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 18.13
16090 - Presser Hand 18.13
16110 - Presser Machine Drycleaning 18.13
16130 - Presser Machine Shirts 18.13
16160 - Presser Machine Wearing Apparel Laundry 17.26
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 19.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.54
19040 - Tool And Die Maker 33.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.67
21030 - Material Coordinator 26.06
21040 - Material Expediter 26.06
21050 - Material Handling Laborer 16.48
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 18.67
21110 - Shipping Packer 17.15
21130 - Shipping/Receiving Clerk 17.15
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 18.67
21410 - Warehouse Specialist 18.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.52
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 29.04
23022 - Aircraft Mechanic II 30.52
23023 - Aircraft Mechanic III 31.81
23040 - Aircraft Mechanic Helper 21.23
23050 - Aircraft Painter 27.54
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 27.54
23080 - Aircraft Worker 26.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.04
23110 - Appliance Mechanic 27.54

23120 - Bicycle Repairer	16.26
23125 - Cable Splicer	29.04
23130 - Carpenter Maintenance	32.66
23140 - Carpet Layer	26.07
23160 - Electrician Maintenance	35.53
23181 - Electronics Technician Maintenance I	26.07
23182 - Electronics Technician Maintenance II	27.54
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	24.56
23290 - Fire Alarm System Mechanic	29.84
23310 - Fire Extinguisher Repairer	22.97
23311 - Fuel Distribution System Mechanic	29.04
23312 - Fuel Distribution System Operator	22.97
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.04
23381 - Ground Support Equipment Servicer	24.56
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	22.97
23392 - Gunsmith II	26.07
23393 - Gunsmith III	29.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	34.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	36.15
23430 - Heavy Equipment Mechanic	29.04
23440 - Heavy Equipment Operator	31.91
23460 - Instrument Mechanic	29.04
23465 - Laboratory/Shelter Mechanic	27.54
23470 - Laborer	16.48
23510 - Locksmith	27.54
23530 - Machinery Maintenance Mechanic	27.09
23550 - Machinist Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	29.04
23592 - Metrology Technician II	30.52
23593 - Metrology Technician III	31.81
23640 - Millwright	29.04
23710 - Office Appliance Repairer	27.54
23760 - Painter Maintenance	23.40
23790 - Pipefitter Maintenance	32.29
23810 - Plumber Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	29.04
23850 - Rigger	29.04
23870 - Scale Mechanic	26.07
23890 - Sheet-Metal Worker Maintenance	35.92
23910 - Small Engine Mechanic	26.07
23931 - Telecommunications Mechanic I	34.84
23932 - Telecommunications Mechanic II	36.62
23950 - Telephone Lineman	30.85
23960 - Welder Combination Maintenance	25.89

23965 - Well Driller	31.07
23970 - Woodcraft Worker	29.04
23980 - Woodworker	22.97
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.89
24610 - Chore Aide	13.66
24620 - Family Readiness And Support Services Coordinator	20.64
24630 - Homemaker	20.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	36.91
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	36.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.98
27007 - Baggage Inspector	14.37
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.37
27102 - Guard II	17.06
27131 - Police Officer I	47.62
27132 - Police Officer II	52.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.28
28042 - Carnival Equipment Repairer	17.62
28043 - Carnival Worker	12.20
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	16.91
28350 - Park Attendant (Aide)	19.75
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	24.47
28630 - Sports Official	15.73
28690 - Swimming Pool Operator	19.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66
29030 - Line Handler	26.66
29041 - Stevedore I	25.14
29042 - Stevedore II	28.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I 25.69
30022 - Archeological Technician II 28.74
30023 - Archeological Technician III 32.49
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 30.55
30051 - Cryogenic Technician I 31.90
30052 - Cryogenic Technician II 35.23
30061 - Drafter/CAD Operator I 25.69
30062 - Drafter/CAD Operator II 28.74
30063 - Drafter/CAD Operator III 32.03
30064 - Drafter/CAD Operator IV 38.48
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 30.51
30095 - Evidence Control Specialist 28.25
30210 - Laboratory Technician 25.92
30221 - Latent Fingerprint Technician I 31.90
30222 - Latent Fingerprint Technician II 35.23
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 23.18
30362 - Paralegal/Legal Assistant II 28.66
30363 - Paralegal/Legal Assistant III 35.07
30364 - Paralegal/Legal Assistant IV 42.42
30375 - Petroleum Supply Specialist 34.55
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 34.55
30461 - Technical Writer I 28.80
30462 - Technical Writer II 35.23
30463 - Technical Writer III 42.62
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.48
30502 - Weather Forecaster II 46.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 32.03
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 16.83
31030 - Bus Driver 23.38
31043 - Driver Courier 17.92
31260 - Parking and Lot Attendant 11.86
31290 - Shuttle Bus Driver 19.39

31310 - Taxi Driver	19.20
31361 - Truckdriver Light	19.39
31362 - Truckdriver Medium	20.74
31363 - Truckdriver Heavy	24.81
31364 - Truckdriver Tractor-Trailer	24.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.48
99050 - Desk Clerk	14.48
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	15.82
99252 - Laboratory Animal Caretaker II	17.13
99260 - Marketing Analyst	31.07
99310 - Mortician	30.92
99410 - Pest Controller	27.51
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	29.90
99711 - Recycling Specialist	35.93
99730 - Refuse Collector	26.91
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	18.83
99830 - Survey Party Chief	32.77
99831 - Surveying Aide	16.49
99832 - Surveying Technician	20.79
99840 - Vending Machine Attendant	24.12
99841 - Vending Machine Repairer	28.00
99842 - Vending Machine Repairer Helper	24.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5650
Revision No.: 11
Date Of Last Revision: 07/14/2020

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: California

Area: California County of Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		31.71
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		15.62
01042 - Customer Service Representative II		17.56
01043 - Customer Service Representative III		19.16
01051 - Data Entry Operator I		19.39
01052 - Data Entry Operator II		21.16
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.52

01090 - Duplicating Machine Operator	17.52
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	17.70
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	31.71
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	17.37
01531 - Travel Clerk I	15.57
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.01
05010 - Automotive Electrician	22.94
05040 - Automotive Glass Installer	21.71
05070 - Automotive Worker	21.71
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	24.19
05160 - Motor Equipment Metal Worker	21.71
05190 - Motor Vehicle Mechanic	24.19
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.71
05310 - Painter Automotive	22.94
05340 - Radiator Repair Specialist	21.71
05370 - Tire Repairer	14.62
05400 - Transmission Repair Specialist	24.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.58
07041 - Cook I	17.40
07042 - Cook II	19.75
07070 - Dishwasher	12.23
07130 - Food Service Worker	12.88
07210 - Meat Cutter	19.49

07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.04
09040 - Furniture Handler	17.36
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.84
09110 - Furniture Repairer Minor	24.11
09130 - Upholsterer	27.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.25
11060 - Elevator Operator	14.25
11090 - Gardener	21.60
11122 - Housekeeping Aide	15.51
11150 - Janitor	15.51
11210 - Laborer Grounds Maintenance	17.52
11240 - Maid or Houseman	13.74
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	28.41
12011 - Breath Alcohol Technician	27.55
12012 - Certified Occupational Therapist Assistant	37.80
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	24.18
12025 - Dental Hygienist	54.48
12030 - EKG Technician	41.74
12035 - Electroneurodiagnostic Technologist	41.74
12040 - Emergency Medical Technician	28.41
12071 - Licensed Practical Nurse I	24.62
12072 - Licensed Practical Nurse II	27.55
12073 - Licensed Practical Nurse III	30.71
12100 - Medical Assistant	21.00
12130 - Medical Laboratory Technician	29.12
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.85
12195 - Medical Transcriptionist	24.62
12210 - Nuclear Medicine Technologist	60.53
12221 - Nursing Assistant I	13.77
12222 - Nursing Assistant II	15.48
12223 - Nursing Assistant III	16.89
12224 - Nursing Assistant IV	18.96
12235 - Optical Dispenser	22.79
12236 - Optical Technician	24.62
12250 - Pharmacy Technician	21.25
12280 - Phlebotomist	22.76
12305 - Radiologic Technologist	41.06
12311 - Registered Nurse I	38.74
12312 - Registered Nurse II	47.39

12313 - Registered Nurse II Specialist		47.39
12314 - Registered Nurse III		62.83
12315 - Registered Nurse III Anesthetist		62.83
12316 - Registered Nurse IV		68.72
12317 - Scheduler (Drug and Alcohol Testing)		34.13
12320 - Substance Abuse Treatment Counselor		19.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.67
13012 - Exhibits Specialist II		34.27
13013 - Exhibits Specialist III		41.93
13041 - Illustrator I		27.67
13042 - Illustrator II		34.27
13043 - Illustrator III		41.93
13047 - Librarian		37.96
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		34.27
13058 - Library Technician		26.04
13061 - Media Specialist I		24.73
13062 - Media Specialist II		27.67
13063 - Media Specialist III		30.84
13071 - Photographer I		24.73
13072 - Photographer II		27.67
13073 - Photographer III		34.27
13074 - Photographer IV		41.93
13075 - Photographer V		50.72
13090 - Technical Order Library Clerk		21.95
13110 - Video Teleconference Technician		24.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.93
14042 - Computer Operator II		23.42
14043 - Computer Operator III		26.11
14044 - Computer Operator IV		29.01
14045 - Computer Operator V		32.13
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		20.93
14160 - Personal Computer Support Technician		29.01
14170 - System Support Specialist		37.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		33.44

15070 - Flight Instructor (Pilot) 53.36
15080 - Graphic Artist 28.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.17
15086 - Maintenance Test Pilot Rotary Wing 49.17
15088 - Non-Maintenance Test/Co-Pilot 49.17
15090 - Technical Instructor 33.32
15095 - Technical Instructor/Course Developer 40.76
15110 - Test Proctor 26.90
15120 - Tutor 26.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 18.13
16030 - Counter Attendant 18.13
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 18.13
16090 - Presser Hand 18.13
16110 - Presser Machine Drycleaning 18.13
16130 - Presser Machine Shirts 18.13
16160 - Presser Machine Wearing Apparel Laundry 17.26
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 19.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.54
19040 - Tool And Die Maker 33.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.67
21030 - Material Coordinator 26.06
21040 - Material Expediter 26.06
21050 - Material Handling Laborer 16.48
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 18.67
21110 - Shipping Packer 17.15
21130 - Shipping/Receiving Clerk 17.15
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 18.67
21410 - Warehouse Specialist 18.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.52
23019 - Aircraft Logs and Records Technician 24.56
23021 - Aircraft Mechanic I 29.04
23022 - Aircraft Mechanic II 30.52
23023 - Aircraft Mechanic III 31.81
23040 - Aircraft Mechanic Helper 21.23
23050 - Aircraft Painter 27.54
23060 - Aircraft Servicer 24.56
23070 - Aircraft Survival Flight Equipment Technician 27.54
23080 - Aircraft Worker 26.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.04
23110 - Appliance Mechanic 27.54
23120 - Bicycle Repairer 16.26
23125 - Cable Splicer 29.04
23130 - Carpenter Maintenance 32.66
23140 - Carpet Layer 26.07
23160 - Electrician Maintenance 35.53
23181 - Electronics Technician Maintenance I 26.07
23182 - Electronics Technician Maintenance II 27.54
23183 - Electronics Technician Maintenance III 29.21
23260 - Fabric Worker 24.56
23290 - Fire Alarm System Mechanic 29.84
23310 - Fire Extinguisher Repairer 22.97
23311 - Fuel Distribution System Mechanic 29.04
23312 - Fuel Distribution System Operator 22.97
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 29.04
23381 - Ground Support Equipment Servicer 24.56
23382 - Ground Support Equipment Worker 26.07
23391 - Gunsmith I 22.97
23392 - Gunsmith II 26.07
23393 - Gunsmith III 29.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 34.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 36.15
23430 - Heavy Equipment Mechanic 29.04
23440 - Heavy Equipment Operator 31.91
23460 - Instrument Mechanic 29.04
23465 - Laboratory/Shelter Mechanic 27.54
23470 - Laborer 16.48
23510 - Locksmith 27.54
23530 - Machinery Maintenance Mechanic 27.09
23550 - Machinist Maintenance 27.28
23580 - Maintenance Trades Helper 18.99
23591 - Metrology Technician I 29.04
23592 - Metrology Technician II 30.52
23593 - Metrology Technician III 31.81
23640 - Millwright 29.04
23710 - Office Appliance Repairer 27.54
23760 - Painter Maintenance 23.40
23790 - Pipefitter Maintenance 32.29
23810 - Plumber Maintenance 30.80
23820 - Pneudraulic Systems Mechanic 29.04
23850 - Rigger 29.04
23870 - Scale Mechanic 26.07
23890 - Sheet-Metal Worker Maintenance 35.92
23910 - Small Engine Mechanic 26.07
23931 - Telecommunications Mechanic I 34.84

23932 - Telecommunications Mechanic II 36.62
23950 - Telephone Lineman 30.85
23960 - Welder Combination Maintenance 25.89
23965 - Well Driller 31.07
23970 - Woodcraft Worker 29.04
23980 - Woodworker 22.97
24000 - Personal Needs Occupations
24550 - Case Manager 20.64
24570 - Child Care Attendant 13.57
24580 - Child Care Center Clerk 16.89
24610 - Chore Aide 13.66
24620 - Family Readiness And Support Services Coordinator 20.64
24630 - Homemaker 20.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.18
25040 - Sewage Plant Operator 36.91
25070 - Stationary Engineer 38.18
25190 - Ventilation Equipment Tender 27.90
25210 - Water Treatment Plant Operator 36.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.98
27007 - Baggage Inspector 14.37
27008 - Corrections Officer 38.39
27010 - Court Security Officer 39.43
27030 - Detection Dog Handler 17.06
27040 - Detention Officer 38.39
27070 - Firefighter 36.20
27101 - Guard I 14.37
27102 - Guard II 17.06
27131 - Police Officer I 47.62
27132 - Police Officer II 52.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.28
28042 - Carnival Equipment Repairer 17.62
28043 - Carnival Worker 12.20
28210 - Gate Attendant/Gate Tender 18.04
28310 - Lifeguard 16.91
28350 - Park Attendant (Aide) 19.75
28510 - Recreation Aide/Health Facility Attendant 15.30
28515 - Recreation Specialist 24.47
28630 - Sports Official 15.73
28690 - Swimming Pool Operator 19.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.66
29020 - Hatch Tender 26.66
29030 - Line Handler 26.66
29041 - Stevedore I 25.14
29042 - Stevedore II 28.18
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 25.69
30022 - Archeological Technician II 28.74
30023 - Archeological Technician III 32.49
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 30.55
30051 - Cryogenic Technician I 31.90
30052 - Cryogenic Technician II 35.23
30061 - Drafter/CAD Operator I 25.69
30062 - Drafter/CAD Operator II 28.74
30063 - Drafter/CAD Operator III 32.03
30064 - Drafter/CAD Operator IV 38.48
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 30.51
30095 - Evidence Control Specialist 28.25
30210 - Laboratory Technician 25.92
30221 - Latent Fingerprint Technician I 31.90
30222 - Latent Fingerprint Technician II 35.23
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 23.18
30362 - Paralegal/Legal Assistant II 28.66
30363 - Paralegal/Legal Assistant III 35.07
30364 - Paralegal/Legal Assistant IV 42.42
30375 - Petroleum Supply Specialist 34.55
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 34.55
30461 - Technical Writer I 28.80
30462 - Technical Writer II 35.23
30463 - Technical Writer III 42.62
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.48
30502 - Weather Forecaster II 46.80
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 32.03
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 16.83
31030 - Bus Driver 23.38

31043 - Driver Courier	17.92
31260 - Parking and Lot Attendant	11.86
31290 - Shuttle Bus Driver	19.39
31310 - Taxi Driver	19.20
31361 - Truckdriver Light	19.39
31362 - Truckdriver Medium	20.74
31363 - Truckdriver Heavy	24.81
31364 - Truckdriver Tractor-Trailer	24.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.48
99050 - Desk Clerk	14.48
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	15.82
99252 - Laboratory Animal Caretaker II	17.13
99260 - Marketing Analyst	31.07
99310 - Mortician	30.92
99410 - Pest Controller	27.51
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	29.90
99711 - Recycling Specialist	35.93
99730 - Refuse Collector	26.91
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	18.83
99830 - Survey Party Chief	32.77
99831 - Surveying Aide	16.49
99832 - Surveying Technician	20.79
99840 - Vending Machine Attendant	24.12
99841 - Vending Machine Repairer	28.00
99842 - Vending Machine Repairer Helper	24.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

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.: 2015-5651
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: California

Area: California County of Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.35
01012 - Accounting Clerk II		22.84
01013 - Accounting Clerk III		25.56
01020 - Administrative Assistant		30.97
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.69
01090 - Duplicating Machine Operator		21.69
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31

01113 - General Clerk III	19.43
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	15.52
01191 - Order Clerk I	19.21
01192 - Order Clerk II	20.97
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	18.71
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.51
01410 - Supply Technician	30.97
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	18.40
01532 - Travel Clerk II	20.04
01533 - Travel Clerk III	21.70
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	38.17
05010 - Automotive Electrician	24.41
05040 - Automotive Glass Installer	23.10
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.35
05130 - Motor Equipment Metal Mechanic	25.73
05160 - Motor Equipment Metal Worker	23.10
05190 - Motor Vehicle Mechanic	25.73
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.76
05280 - Motor Vehicle Wrecker	23.10
05310 - Painter Automotive	24.41
05340 - Radiator Repair Specialist	23.10
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	25.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	17.52
07042 - Cook II	19.88
07070 - Dishwasher	13.76
07130 - Food Service Worker	13.90
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	13.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.97

09040 - Furniture Handler	15.72
09080 - Furniture Refinisher	21.79
09090 - Furniture Refinisher Helper	17.94
09110 - Furniture Repairer Minor	19.88
09130 - Upholsterer	26.37
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.31
11060 - Elevator Operator	15.57
11090 - Gardener	23.71
11122 - Housekeeping Aide	15.57
11150 - Janitor	15.57
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.25
11260 - Pruner	16.62
11270 - Tractor Operator	21.91
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	17.31
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	28.66
12012 - Certified Occupational Therapist Assistant	39.32
12015 - Certified Physical Therapist Assistant	32.25
12020 - Dental Assistant	27.08
12025 - Dental Hygienist	55.04
12030 - EKG Technician	43.42
12035 - Electroneurodiagnostic Technologist	43.42
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	25.62
12072 - Licensed Practical Nurse II	28.66
12073 - Licensed Practical Nurse III	31.95
12100 - Medical Assistant	21.37
12130 - Medical Laboratory Technician	27.31
12160 - Medical Record Clerk	21.11
12190 - Medical Record Technician	23.62
12195 - Medical Transcriptionist	25.62
12210 - Nuclear Medicine Technologist	62.97
12221 - Nursing Assistant I	14.62
12222 - Nursing Assistant II	16.44
12223 - Nursing Assistant III	17.94
12224 - Nursing Assistant IV	20.14
12235 - Optical Dispenser	24.06
12236 - Optical Technician	25.62
12250 - Pharmacy Technician	23.33
12280 - Phlebotomist	23.73
12305 - Radiologic Technologist	39.39
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II Specialist	43.70
12314 - Registered Nurse III	52.94
12315 - Registered Nurse III Anesthetist	52.94

12316 - Registered Nurse IV		63.36
12317 - Scheduler (Drug and Alcohol Testing)		35.50
12320 - Substance Abuse Treatment Counselor		26.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.01
13012 - Exhibits Specialist II		31.06
13013 - Exhibits Specialist III		38.01
13041 - Illustrator I		25.08
13042 - Illustrator II		31.06
13043 - Illustrator III		38.01
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		21.65
13072 - Photographer II		24.23
13073 - Photographer III		30.01
13074 - Photographer IV		36.71
13075 - Photographer V		44.41
13090 - Technical Order Library Clerk		23.46
13110 - Video Teleconference Technician		29.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
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		19.80
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		30.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		35.86
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.81
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.05

15086 - Maintenance Test Pilot Rotary Wing 50.05
15088 - Non-Maintenance Test/Co-Pilot 50.05
15090 - Technical Instructor 25.45
15095 - Technical Instructor/Course Developer 31.08
15110 - Test Proctor 20.90
15120 - Tutor 20.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.37
16030 - Counter Attendant 16.37
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 16.37
16090 - Presser Hand 16.37
16110 - Presser Machine Drycleaning 16.37
16130 - Presser Machine Shirts 16.37
16160 - Presser Machine Wearing Apparel Laundry 16.37
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 18.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.99
19040 - Tool And Die Maker 34.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 28.05
21040 - Material Expediter 28.05
21050 - Material Handling Laborer 16.59
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.96
23019 - Aircraft Logs and Records Technician 28.94
23021 - Aircraft Mechanic I 34.21
23022 - Aircraft Mechanic II 35.96
23023 - Aircraft Mechanic III 37.49
23040 - Aircraft Mechanic Helper 25.01
23050 - Aircraft Painter 32.45
23060 - Aircraft Servicer 28.94
23070 - Aircraft Survival Flight Equipment Technician 32.45
23080 - Aircraft Worker 30.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.21
23110 - Appliance Mechanic 28.99

23120 - Bicycle Repairer	22.13
23125 - Cable Splicer	30.56
23130 - Carpenter Maintenance	33.73
23140 - Carpet Layer	27.56
23160 - Electrician Maintenance	37.05
23181 - Electronics Technician Maintenance I	32.21
23182 - Electronics Technician Maintenance II	34.03
23183 - Electronics Technician Maintenance III	35.88
23260 - Fabric Worker	25.85
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	24.17
23311 - Fuel Distribution System Mechanic	31.17
23312 - Fuel Distribution System Operator	24.65
23370 - General Maintenance Worker	22.90
23380 - Ground Support Equipment Mechanic	34.21
23381 - Ground Support Equipment Servicer	28.94
23382 - Ground Support Equipment Worker	30.71
23391 - Gunsmith I	24.17
23392 - Gunsmith II	27.43
23393 - Gunsmith III	30.56
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.71
23430 - Heavy Equipment Mechanic	32.69
23440 - Heavy Equipment Operator	35.98
23460 - Instrument Mechanic	30.56
23465 - Laboratory/Shelter Mechanic	28.99
23470 - Laborer	16.59
23510 - Locksmith	22.17
23530 - Machinery Maintenance Mechanic	32.40
23550 - Machinist Maintenance	27.28
23580 - Maintenance Trades Helper	18.18
23591 - Metrology Technician I	30.56
23592 - Metrology Technician II	32.12
23593 - Metrology Technician III	33.48
23640 - Millwright	30.56
23710 - Office Appliance Repairer	21.66
23760 - Painter Maintenance	27.52
23790 - Pipefitter Maintenance	35.60
23810 - Plumber Maintenance	33.77
23820 - Pneudraulic Systems Mechanic	30.56
23850 - Rigger	30.56
23870 - Scale Mechanic	27.43
23890 - Sheet-Metal Worker Maintenance	30.19
23910 - Small Engine Mechanic	27.43
23931 - Telecommunications Mechanic I	28.04
23932 - Telecommunications Mechanic II	29.47
23950 - Telephone Lineman	30.70
23960 - Welder Combination Maintenance	25.03

23965 - Well Driller	29.56
23970 - Woodcraft Worker	30.56
23980 - Woodworker	24.17
24000 - Personal Needs Occupations	
24550 - Case Manager	19.71
24570 - Child Care Attendant	15.46
24580 - Child Care Center Clerk	19.28
24610 - Chore Aide	14.02
24620 - Family Readiness And Support Services Coordinator	19.71
24630 - Homemaker	19.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.52
25040 - Sewage Plant Operator	38.76
25070 - Stationary Engineer	38.52
25190 - Ventilation Equipment Tender	28.16
25210 - Water Treatment Plant Operator	38.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.28
27007 - Baggage Inspector	15.21
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	15.21
27102 - Guard II	17.15
27131 - Police Officer I	49.60
27132 - Police Officer II	55.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.04
28042 - Carnival Equipment Repairer	18.44
28043 - Carnival Worker	12.77
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	14.00
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	14.28
28515 - Recreation Specialist	24.24
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	20.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.01
29020 - Hatch Tender	36.01
29030 - Line Handler	36.01
29041 - Stevedore I	35.10
29042 - Stevedore II	38.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 32.13
30051 - Cryogenic Technician I 35.01
30052 - Cryogenic Technician II 38.67
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 30.39
30095 - Evidence Control Specialist 31.61
30210 - Laboratory Technician 25.60
30221 - Latent Fingerprint Technician I 35.01
30222 - Latent Fingerprint Technician II 38.67
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 24.61
30362 - Paralegal/Legal Assistant II 30.73
30363 - Paralegal/Legal Assistant III 37.61
30364 - Paralegal/Legal Assistant IV 45.49
30375 - Petroleum Supply Specialist 38.67
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 38.67
30461 - Technical Writer I 29.90
30462 - Technical Writer II 36.58
30463 - Technical Writer III 44.25
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.15
30502 - Weather Forecaster II 46.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 17.72
31030 - Bus Driver 24.63
31043 - Driver Courier 18.70
31260 - Parking and Lot Attendant 13.50
31290 - Shuttle Bus Driver 20.23

31310 - Taxi Driver	18.50
31361 - Truckdriver Light	20.23
31362 - Truckdriver Medium	21.64
31363 - Truckdriver Heavy	27.33
31364 - Truckdriver Tractor-Trailer	27.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.81
99050 - Desk Clerk	14.33
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	17.27
99252 - Laboratory Animal Caretaker II	18.69
99260 - Marketing Analyst	39.68
99310 - Mortician	30.92
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.60
99730 - Refuse Collector	22.82
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	16.30
99830 - Survey Party Chief	47.05
99831 - Surveying Aide	22.39
99832 - Surveying Technician	30.73
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	21.18
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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 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 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.: 2015-5652
Revision No.: 11
Date Of Last Revision: 07/15/2020

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: California

Area: California County of Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.35
01012 - Accounting Clerk II		22.84
01013 - Accounting Clerk III		25.56
01020 - Administrative Assistant		30.97
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.69

01090 - Duplicating Machine Operator	21.69
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.43
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	15.52
01191 - Order Clerk I	19.21
01192 - Order Clerk II	20.97
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	18.71
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.51
01410 - Supply Technician	30.97
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	18.40
01532 - Travel Clerk II	20.04
01533 - Travel Clerk III	21.70
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	38.17
05010 - Automotive Electrician	24.41
05040 - Automotive Glass Installer	23.10
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.35
05130 - Motor Equipment Metal Mechanic	25.73
05160 - Motor Equipment Metal Worker	23.10
05190 - Motor Vehicle Mechanic	25.73
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.76
05280 - Motor Vehicle Wrecker	23.10
05310 - Painter Automotive	24.41
05340 - Radiator Repair Specialist	23.10
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	25.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	17.52
07042 - Cook II	19.88
07070 - Dishwasher	13.76
07130 - Food Service Worker	13.90
07210 - Meat Cutter	17.25

07260 - Waiter/Waitress	13.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.97
09040 - Furniture Handler	15.72
09080 - Furniture Refinisher	21.79
09090 - Furniture Refinisher Helper	17.94
09110 - Furniture Repairer Minor	19.88
09130 - Upholsterer	26.37
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.31
11060 - Elevator Operator	15.57
11090 - Gardener	23.71
11122 - Housekeeping Aide	15.57
11150 - Janitor	15.57
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.25
11260 - Pruner	16.62
11270 - Tractor Operator	21.91
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	17.31
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	28.66
12012 - Certified Occupational Therapist Assistant	39.32
12015 - Certified Physical Therapist Assistant	32.25
12020 - Dental Assistant	27.08
12025 - Dental Hygienist	55.04
12030 - EKG Technician	43.42
12035 - Electroneurodiagnostic Technologist	43.42
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	25.62
12072 - Licensed Practical Nurse II	28.66
12073 - Licensed Practical Nurse III	31.95
12100 - Medical Assistant	21.37
12130 - Medical Laboratory Technician	27.31
12160 - Medical Record Clerk	21.11
12190 - Medical Record Technician	23.62
12195 - Medical Transcriptionist	25.62
12210 - Nuclear Medicine Technologist	62.97
12221 - Nursing Assistant I	14.62
12222 - Nursing Assistant II	16.44
12223 - Nursing Assistant III	17.94
12224 - Nursing Assistant IV	20.14
12235 - Optical Dispenser	24.06
12236 - Optical Technician	25.62
12250 - Pharmacy Technician	23.33
12280 - Phlebotomist	23.73
12305 - Radiologic Technologist	39.39
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70

12313 - Registered Nurse II Specialist		43.70
12314 - Registered Nurse III		52.94
12315 - Registered Nurse III Anesthetist		52.94
12316 - Registered Nurse IV		63.36
12317 - Scheduler (Drug and Alcohol Testing)		35.50
12320 - Substance Abuse Treatment Counselor		26.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.01
13012 - Exhibits Specialist II		31.06
13013 - Exhibits Specialist III		38.01
13041 - Illustrator I		25.08
13042 - Illustrator II		31.06
13043 - Illustrator III		38.01
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		21.65
13072 - Photographer II		24.23
13073 - Photographer III		30.01
13074 - Photographer IV		36.71
13075 - Photographer V		44.41
13090 - Technical Order Library Clerk		23.46
13110 - Video Teleconference Technician		29.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
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		19.80
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		30.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		35.86

15070 - Flight Instructor (Pilot) 53.36
15080 - Graphic Artist 31.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 50.05
15086 - Maintenance Test Pilot Rotary Wing 50.05
15088 - Non-Maintenance Test/Co-Pilot 50.05
15090 - Technical Instructor 25.45
15095 - Technical Instructor/Course Developer 31.08
15110 - Test Proctor 20.90
15120 - Tutor 20.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.37
16030 - Counter Attendant 16.37
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 16.37
16090 - Presser Hand 16.37
16110 - Presser Machine Drycleaning 16.37
16130 - Presser Machine Shirts 16.37
16160 - Presser Machine Wearing Apparel Laundry 16.37
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 18.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.99
19040 - Tool And Die Maker 34.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 28.05
21040 - Material Expediter 28.05
21050 - Material Handling Laborer 16.59
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.96
23019 - Aircraft Logs and Records Technician 28.94
23021 - Aircraft Mechanic I 34.21
23022 - Aircraft Mechanic II 35.96
23023 - Aircraft Mechanic III 37.49
23040 - Aircraft Mechanic Helper 25.01
23050 - Aircraft Painter 32.45
23060 - Aircraft Servicer 28.94
23070 - Aircraft Survival Flight Equipment Technician 32.45
23080 - Aircraft Worker 30.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.21
II
23110 - Appliance Mechanic 28.99
23120 - Bicycle Repairer 22.13
23125 - Cable Splicer 30.56
23130 - Carpenter Maintenance 33.73
23140 - Carpet Layer 27.56
23160 - Electrician Maintenance 37.05
23181 - Electronics Technician Maintenance I 32.21
23182 - Electronics Technician Maintenance II 34.03
23183 - Electronics Technician Maintenance III 35.88
23260 - Fabric Worker 25.85
23290 - Fire Alarm System Mechanic 27.45
23310 - Fire Extinguisher Repairer 24.17
23311 - Fuel Distribution System Mechanic 31.17
23312 - Fuel Distribution System Operator 24.65
23370 - General Maintenance Worker 22.90
23380 - Ground Support Equipment Mechanic 34.21
23381 - Ground Support Equipment Servicer 28.94
23382 - Ground Support Equipment Worker 30.71
23391 - Gunsmith I 24.17
23392 - Gunsmith II 27.43
23393 - Gunsmith III 30.56
23410 - Heating Ventilation And Air-Conditioning 31.12
Mechanic
23411 - Heating Ventilation And Air Contidioning 32.71
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 32.69
23440 - Heavy Equipment Operator 35.98
23460 - Instrument Mechanic 30.56
23465 - Laboratory/Shelter Mechanic 28.99
23470 - Laborer 16.59
23510 - Locksmith 22.17
23530 - Machinery Maintenance Mechanic 32.40
23550 - Machinist Maintenance 27.28
23580 - Maintenance Trades Helper 18.18
23591 - Metrology Technician I 30.56
23592 - Metrology Technician II 32.12
23593 - Metrology Technician III 33.48
23640 - Millwright 30.56
23710 - Office Appliance Repairer 21.66
23760 - Painter Maintenance 27.52
23790 - Pipefitter Maintenance 35.60
23810 - Plumber Maintenance 33.77
23820 - Pneudraulic Systems Mechanic 30.56
23850 - Rigger 30.56
23870 - Scale Mechanic 27.43
23890 - Sheet-Metal Worker Maintenance 30.19
23910 - Small Engine Mechanic 27.43
23931 - Telecommunications Mechanic I 28.04

23932 - Telecommunications Mechanic II 29.47
23950 - Telephone Lineman 30.70
23960 - Welder Combination Maintenance 25.03
23965 - Well Driller 29.56
23970 - Woodcraft Worker 30.56
23980 - Woodworker 24.17
24000 - Personal Needs Occupations
24550 - Case Manager 19.71
24570 - Child Care Attendant 15.46
24580 - Child Care Center Clerk 19.28
24610 - Chore Aide 14.02
24620 - Family Readiness And Support Services Coordinator 19.71
24630 - Homemaker 19.71
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.52
25040 - Sewage Plant Operator 38.76
25070 - Stationary Engineer 38.52
25190 - Ventilation Equipment Tender 28.16
25210 - Water Treatment Plant Operator 38.76
27000 - Protective Service Occupations
27004 - Alarm Monitor 30.28
27007 - Baggage Inspector 15.21
27008 - Corrections Officer 38.39
27010 - Court Security Officer 39.43
27030 - Detection Dog Handler 17.15
27040 - Detention Officer 38.39
27070 - Firefighter 36.20
27101 - Guard I 15.21
27102 - Guard II 17.15
27131 - Police Officer I 49.60
27132 - Police Officer II 55.12
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.04
28042 - Carnival Equipment Repairer 18.44
28043 - Carnival Worker 12.77
28210 - Gate Attendant/Gate Tender 18.04
28310 - Lifeguard 14.00
28350 - Park Attendant (Aide) 20.19
28510 - Recreation Aide/Health Facility Attendant 14.28
28515 - Recreation Specialist 24.24
28630 - Sports Official 16.07
28690 - Swimming Pool Operator 20.93
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 36.01
29020 - Hatch Tender 36.01
29030 - Line Handler 36.01
29041 - Stevedore I 35.10
29042 - Stevedore II 38.30
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 32.13
30051 - Cryogenic Technician I 35.01
30052 - Cryogenic Technician II 38.67
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 30.39
30095 - Evidence Control Specialist 31.61
30210 - Laboratory Technician 25.60
30221 - Latent Fingerprint Technician I 35.01
30222 - Latent Fingerprint Technician II 38.67
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 24.61
30362 - Paralegal/Legal Assistant II 30.73
30363 - Paralegal/Legal Assistant III 37.61
30364 - Paralegal/Legal Assistant IV 45.49
30375 - Petroleum Supply Specialist 38.67
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 38.67
30461 - Technical Writer I 29.90
30462 - Technical Writer II 36.58
30463 - Technical Writer III 44.25
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.15
30502 - Weather Forecaster II 46.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 17.72
31030 - Bus Driver 24.63

31043 - Driver Courier	18.70
31260 - Parking and Lot Attendant	13.50
31290 - Shuttle Bus Driver	20.23
31310 - Taxi Driver	18.50
31361 - Truckdriver Light	20.23
31362 - Truckdriver Medium	21.64
31363 - Truckdriver Heavy	27.33
31364 - Truckdriver Tractor-Trailer	27.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.81
99050 - Desk Clerk	14.33
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	17.27
99252 - Laboratory Animal Caretaker II	18.69
99260 - Marketing Analyst	39.68
99310 - Mortician	30.92
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	25.36
99711 - Recycling Specialist	29.60
99730 - Refuse Collector	22.82
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	16.30
99830 - Survey Party Chief	47.05
99831 - Surveying Aide	22.39
99832 - Surveying Technician	30.73
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	21.18
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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 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 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.: 2015-5653
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: California

Area: California County of San Joaquin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.79
01012 - Accounting Clerk II		19.97
01013 - Accounting Clerk III		22.35
01020 - Administrative Assistant		27.00
01035 - Court Reporter		23.33
01041 - Customer Service Representative I		15.02
01042 - Customer Service Representative II		16.89
01043 - Customer Service Representative III		18.43
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher Motor Vehicle		23.27
01070 - Document Preparation Clerk		20.77
01090 - Duplicating Machine Operator		20.77
01111 - General Clerk I		15.87
01112 - General Clerk II		17.32

01113 - General Clerk III 19.44
01120 - Housing Referral Assistant 25.38
01141 - Messenger Courier 17.40
01191 - Order Clerk I 17.13
01192 - Order Clerk II 18.69
01261 - Personnel Assistant (Employment) I 20.37
01262 - Personnel Assistant (Employment) II 22.79
01263 - Personnel Assistant (Employment) III 25.41
01270 - Production Control Clerk 22.43
01290 - Rental Clerk 14.98
01300 - Scheduler Maintenance 20.35
01311 - Secretary I 20.35
01312 - Secretary II 22.77
01313 - Secretary III 25.38
01320 - Service Order Dispatcher 20.79
01410 - Supply Technician 27.00
01420 - Survey Worker 19.59
01460 - Switchboard Operator/Receptionist 14.67
01531 - Travel Clerk I 15.87
01532 - Travel Clerk II 17.43
01533 - Travel Clerk III 19.00
01611 - Word Processor I 16.95
01612 - Word Processor II 19.03
01613 - Word Processor III 21.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.28
05010 - Automotive Electrician 21.36
05040 - Automotive Glass Installer 20.62
05070 - Automotive Worker 20.26
05110 - Mobile Equipment Servicer 18.06
05130 - Motor Equipment Metal Mechanic 22.30
05160 - Motor Equipment Metal Worker 20.26
05190 - Motor Vehicle Mechanic 21.79
05220 - Motor Vehicle Mechanic Helper 16.96
05250 - Motor Vehicle Upholstery Worker 19.17
05280 - Motor Vehicle Wrecker 20.26
05310 - Painter Automotive 21.22
05340 - Radiator Repair Specialist 20.26
05370 - Tire Repairer 17.77
05400 - Transmission Repair Specialist 22.30
07000 - Food Preparation And Service Occupations
07010 - Baker 16.87
07041 - Cook I 18.21
07042 - Cook II 20.43
07070 - Dishwasher 12.20
07130 - Food Service Worker 12.72
07210 - Meat Cutter 19.75
07260 - Waiter/Waitress 12.32
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.87

09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	18.87
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	16.93
09130 - Upholsterer	18.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	14.44
11090 - Gardener	16.80
11122 - Housekeeping Aide	14.44
11150 - Janitor	14.44
11210 - Laborer Grounds Maintenance	13.73
11240 - Maid or Houseman	12.72
11260 - Pruner	12.72
11270 - Tractor Operator	15.78
11330 - Trail Maintenance Worker	13.73
11360 - Window Cleaner	15.59
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	24.06
12012 - Certified Occupational Therapist Assistant	36.61
12015 - Certified Physical Therapist Assistant	28.88
12020 - Dental Assistant	17.42
12025 - Dental Hygienist	45.85
12030 - EKG Technician	36.24
12035 - Electroneurodiagnostic Technologist	36.24
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	22.91
12072 - Licensed Practical Nurse II	25.64
12073 - Licensed Practical Nurse III	28.58
12100 - Medical Assistant	18.02
12130 - Medical Laboratory Technician	27.46
12160 - Medical Record Clerk	22.22
12190 - Medical Record Technician	25.04
12195 - Medical Transcriptionist	21.75
12210 - Nuclear Medicine Technologist	60.58
12221 - Nursing Assistant I	14.24
12222 - Nursing Assistant II	16.01
12223 - Nursing Assistant III	17.47
12224 - Nursing Assistant IV	19.61
12235 - Optical Dispenser	20.34
12236 - Optical Technician	22.91
12250 - Pharmacy Technician	20.93
12280 - Phlebotomist	22.18
12305 - Radiologic Technologist	41.85
12311 - Registered Nurse I	31.14
12312 - Registered Nurse II	38.10
12313 - Registered Nurse II Specialist	37.91
12314 - Registered Nurse III	53.00
12315 - Registered Nurse III Anesthetist	53.00

12316 - Registered Nurse IV		55.24
12317 - Scheduler (Drug and Alcohol Testing)		31.57
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.15
13012 - Exhibits Specialist II		31.15
13013 - Exhibits Specialist III		38.11
13041 - Illustrator I		25.15
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.50
13050 - Library Aide/Clerk		16.30
13054 - Library Information Technology Systems Administrator		31.15
13058 - Library Technician		19.75
13061 - Media Specialist I		20.98
13062 - Media Specialist II		23.46
13063 - Media Specialist III		26.15
13071 - Photographer I		18.15
13072 - Photographer II		20.01
13073 - Photographer III		24.94
13074 - Photographer IV		30.49
13075 - Photographer V		36.89
13090 - Technical Order Library Clerk		20.52
13110 - Video Teleconference Technician		20.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.08
14042 - Computer Operator II		22.46
14043 - Computer Operator III		25.04
14044 - Computer Operator IV		27.82
14045 - Computer Operator V		30.82
14071 - Computer Programmer I	(see 1)	24.45
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		20.08
14160 - Personal Computer Support Technician		27.82
14170 - System Support Specialist		34.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.56
15020 - Aircrew Training Devices Instructor (Rated)		43.02
15030 - Air Crew Training Devices Instructor (Pilot)		51.56
15050 - Computer Based Training Specialist / Instructor		35.56
15060 - Educational Technologist		42.73
15070 - Flight Instructor (Pilot)		51.56
15080 - Graphic Artist		23.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.56

15086 - Maintenance Test Pilot Rotary Wing 51.56
15088 - Non-Maintenance Test/Co-Pilot 51.56
15090 - Technical Instructor 22.94
15095 - Technical Instructor/Course Developer 28.06
15110 - Test Proctor 18.52
15120 - Tutor 18.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.71
16030 - Counter Attendant 14.71
16040 - Dry Cleaner 16.20
16070 - Finisher Flatwork Machine 14.71
16090 - Presser Hand 14.71
16110 - Presser Machine Drycleaning 14.74
16130 - Presser Machine Shirts 14.71
16160 - Presser Machine Wearing Apparel Laundry 14.71
16190 - Sewing Machine Operator 18.22
16220 - Tailor 19.73
16250 - Washer Machine 15.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.14
19040 - Tool And Die Maker 35.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.88
21030 - Material Coordinator 21.88
21040 - Material Expediter 21.88
21050 - Material Handling Laborer 17.49
21071 - Order Filler 14.21
21080 - Production Line Worker (Food Processing) 17.88
21110 - Shipping Packer 17.36
21130 - Shipping/Receiving Clerk 17.36
21140 - Store Worker I 17.02
21150 - Stock Clerk 21.53
21210 - Tools And Parts Attendant 17.88
21410 - Warehouse Specialist 17.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.76
23019 - Aircraft Logs and Records Technician 23.80
23021 - Aircraft Mechanic I 27.69
23022 - Aircraft Mechanic II 28.76
23023 - Aircraft Mechanic III 29.86
23040 - Aircraft Mechanic Helper 21.06
23050 - Aircraft Painter 26.53
23060 - Aircraft Servicer 23.80
23070 - Aircraft Survival Flight Equipment Technician 26.53
23080 - Aircraft Worker 25.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.69
23110 - Appliance Mechanic 26.53

23120 - Bicycle Repairer	22.42
23125 - Cable Splicer	27.69
23130 - Carpenter Maintenance	27.56
23140 - Carpet Layer	25.16
23160 - Electrician Maintenance	31.82
23181 - Electronics Technician Maintenance I	27.79
23182 - Electronics Technician Maintenance II	29.30
23183 - Electronics Technician Maintenance III	30.59
23260 - Fabric Worker	23.80
23290 - Fire Alarm System Mechanic	27.69
23310 - Fire Extinguisher Repairer	22.42
23311 - Fuel Distribution System Mechanic	31.61
23312 - Fuel Distribution System Operator	25.59
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	27.69
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	25.16
23391 - Gunsmith I	22.42
23392 - Gunsmith II	25.16
23393 - Gunsmith III	27.69
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	30.16
23440 - Heavy Equipment Operator	31.25
23460 - Instrument Mechanic	27.69
23465 - Laboratory/Shelter Mechanic	26.53
23470 - Laborer	17.49
23510 - Locksmith	26.53
23530 - Machinery Maintenance Mechanic	26.87
23550 - Machinist Maintenance	20.79
23580 - Maintenance Trades Helper	17.24
23591 - Metrology Technician I	27.69
23592 - Metrology Technician II	28.76
23593 - Metrology Technician III	29.86
23640 - Millwright	27.69
23710 - Office Appliance Repairer	21.49
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	33.12
23810 - Plumber Maintenance	31.72
23820 - Pneudraulic Systems Mechanic	27.69
23850 - Rigger	27.69
23870 - Scale Mechanic	25.16
23890 - Sheet-Metal Worker Maintenance	25.43
23910 - Small Engine Mechanic	23.14
23931 - Telecommunications Mechanic I	27.71
23932 - Telecommunications Mechanic II	28.78
23950 - Telephone Lineman	40.43
23960 - Welder Combination Maintenance	21.74

23965 - Well Driller	27.69
23970 - Woodcraft Worker	27.69
23980 - Woodworker	22.42
24000 - Personal Needs Occupations	
24550 - Case Manager	19.05
24570 - Child Care Attendant	13.22
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	11.99
24620 - Family Readiness And Support Services Coordinator	19.05
24630 - Homemaker	19.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.15
25040 - Sewage Plant Operator	38.77
25070 - Stationary Engineer	38.15
25190 - Ventilation Equipment Tender	29.01
25210 - Water Treatment Plant Operator	38.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.48
27007 - Baggage Inspector	13.61
27008 - Corrections Officer	39.35
27010 - Court Security Officer	35.04
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	39.35
27070 - Firefighter	30.28
27101 - Guard I	13.61
27102 - Guard II	18.61
27131 - Police Officer I	39.12
27132 - Police Officer II	43.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.14
28042 - Carnival Equipment Repairer	16.12
28043 - Carnival Worker	12.20
28210 - Gate Attendant/Gate Tender	16.05
28310 - Lifeguard	13.83
28350 - Park Attendant (Aide)	17.96
28510 - Recreation Aide/Health Facility Attendant	13.10
28515 - Recreation Specialist	22.24
28630 - Sports Official	14.30
28690 - Swimming Pool Operator	18.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.07
29020 - Hatch Tender	28.07
29030 - Line Handler	28.07
29041 - Stevedore I	26.53
29042 - Stevedore II	29.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I 21.66
30022 - Archeological Technician II 24.24
30023 - Archeological Technician III 30.02
30030 - Cartographic Technician 30.02
30040 - Civil Engineering Technician 34.95
30051 - Cryogenic Technician I 32.63
30052 - Cryogenic Technician II 36.03
30061 - Drafter/CAD Operator I 21.66
30062 - Drafter/CAD Operator II 24.24
30063 - Drafter/CAD Operator III 27.02
30064 - Drafter/CAD Operator IV 33.26
30081 - Engineering Technician I 19.30
30082 - Engineering Technician II 21.66
30083 - Engineering Technician III 24.24
30084 - Engineering Technician IV 30.02
30085 - Engineering Technician V 36.72
30086 - Engineering Technician VI 44.43
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 29.41
30210 - Laboratory Technician 27.22
30221 - Latent Fingerprint Technician I 32.50
30222 - Latent Fingerprint Technician II 35.89
30240 - Mathematical Technician 30.02
30361 - Paralegal/Legal Assistant I 23.51
30362 - Paralegal/Legal Assistant II 29.12
30363 - Paralegal/Legal Assistant III 35.62
30364 - Paralegal/Legal Assistant IV 43.10
30375 - Petroleum Supply Specialist 35.98
30390 - Photo-Optics Technician 26.83
30395 - Radiation Control Technician 35.98
30461 - Technical Writer I 29.41
30462 - Technical Writer II 35.98
30463 - Technical Writer III 43.53
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 32.63
30502 - Weather Forecaster II 39.67
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.02
30621 - Weather Observer Senior (see 2) 29.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 16.29
31030 - Bus Driver 21.17
31043 - Driver Courier 15.85
31260 - Parking and Lot Attendant 15.08
31290 - Shuttle Bus Driver 16.88

31310 - Taxi Driver	15.85
31361 - Truckdriver Light	16.88
31362 - Truckdriver Medium	17.92
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	12.32
99050 - Desk Clerk	12.02
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	14.72
99252 - Laboratory Animal Caretaker II	15.67
99260 - Marketing Analyst	29.27
99310 - Mortician	30.92
99410 - Pest Controller	25.75
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	30.44
99711 - Recycling Specialist	34.99
99730 - Refuse Collector	28.19
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	16.37
99830 - Survey Party Chief	36.93
99831 - Surveying Aide	22.30
99832 - Surveying Technician	30.55
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer Helper	19.48

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.: 2015-5654
Revision No.: 11
Date Of Last Revision: 07/14/2020

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: California

Area: California County of San Joaquin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.79
01012 - Accounting Clerk II		19.97
01013 - Accounting Clerk III		22.35
01020 - Administrative Assistant		27.00
01035 - Court Reporter		23.33
01041 - Customer Service Representative I		15.02
01042 - Customer Service Representative II		16.89
01043 - Customer Service Representative III		18.43
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher Motor Vehicle		23.27
01070 - Document Preparation Clerk		20.77

01090 - Duplicating Machine Operator	20.77
01111 - General Clerk I	15.87
01112 - General Clerk II	17.32
01113 - General Clerk III	19.44
01120 - Housing Referral Assistant	25.38
01141 - Messenger Courier	17.40
01191 - Order Clerk I	17.13
01192 - Order Clerk II	18.69
01261 - Personnel Assistant (Employment) I	20.37
01262 - Personnel Assistant (Employment) II	22.79
01263 - Personnel Assistant (Employment) III	25.41
01270 - Production Control Clerk	22.43
01290 - Rental Clerk	14.98
01300 - Scheduler Maintenance	20.35
01311 - Secretary I	20.35
01312 - Secretary II	22.77
01313 - Secretary III	25.38
01320 - Service Order Dispatcher	20.79
01410 - Supply Technician	27.00
01420 - Survey Worker	19.59
01460 - Switchboard Operator/Receptionist	14.67
01531 - Travel Clerk I	15.87
01532 - Travel Clerk II	17.43
01533 - Travel Clerk III	19.00
01611 - Word Processor I	16.95
01612 - Word Processor II	19.03
01613 - Word Processor III	21.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.28
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	20.26
05110 - Mobile Equipment Servicer	18.06
05130 - Motor Equipment Metal Mechanic	22.30
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	21.79
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	19.17
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter Automotive	21.22
05340 - Radiator Repair Specialist	20.26
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	22.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	18.21
07042 - Cook II	20.43
07070 - Dishwasher	12.20
07130 - Food Service Worker	12.72
07210 - Meat Cutter	19.75

07260 - Waiter/Waitress	12.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.87
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	18.87
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	16.93
09130 - Upholsterer	18.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	14.44
11090 - Gardener	16.80
11122 - Housekeeping Aide	14.44
11150 - Janitor	14.44
11210 - Laborer Grounds Maintenance	13.73
11240 - Maid or Houseman	12.72
11260 - Pruner	12.72
11270 - Tractor Operator	15.78
11330 - Trail Maintenance Worker	13.73
11360 - Window Cleaner	15.59
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	24.06
12012 - Certified Occupational Therapist Assistant	36.61
12015 - Certified Physical Therapist Assistant	28.88
12020 - Dental Assistant	17.42
12025 - Dental Hygienist	45.85
12030 - EKG Technician	36.24
12035 - Electroneurodiagnostic Technologist	36.24
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	22.91
12072 - Licensed Practical Nurse II	25.64
12073 - Licensed Practical Nurse III	28.58
12100 - Medical Assistant	18.02
12130 - Medical Laboratory Technician	27.46
12160 - Medical Record Clerk	22.22
12190 - Medical Record Technician	25.04
12195 - Medical Transcriptionist	21.75
12210 - Nuclear Medicine Technologist	60.58
12221 - Nursing Assistant I	14.24
12222 - Nursing Assistant II	16.01
12223 - Nursing Assistant III	17.47
12224 - Nursing Assistant IV	19.61
12235 - Optical Dispenser	20.34
12236 - Optical Technician	22.91
12250 - Pharmacy Technician	20.93
12280 - Phlebotomist	22.18
12305 - Radiologic Technologist	41.85
12311 - Registered Nurse I	31.14
12312 - Registered Nurse II	38.10

12313 - Registered Nurse II Specialist		37.91
12314 - Registered Nurse III		53.00
12315 - Registered Nurse III Anesthetist		53.00
12316 - Registered Nurse IV		55.24
12317 - Scheduler (Drug and Alcohol Testing)		31.57
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.15
13012 - Exhibits Specialist II		31.15
13013 - Exhibits Specialist III		38.11
13041 - Illustrator I		25.15
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.50
13050 - Library Aide/Clerk		16.30
13054 - Library Information Technology Systems Administrator		31.15
13058 - Library Technician		19.75
13061 - Media Specialist I		20.98
13062 - Media Specialist II		23.46
13063 - Media Specialist III		26.15
13071 - Photographer I		18.15
13072 - Photographer II		20.01
13073 - Photographer III		24.94
13074 - Photographer IV		30.49
13075 - Photographer V		36.89
13090 - Technical Order Library Clerk		20.52
13110 - Video Teleconference Technician		20.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.08
14042 - Computer Operator II		22.46
14043 - Computer Operator III		25.04
14044 - Computer Operator IV		27.82
14045 - Computer Operator V		30.82
14071 - Computer Programmer I	(see 1)	24.45
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		20.08
14160 - Personal Computer Support Technician		27.82
14170 - System Support Specialist		34.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.56
15020 - Aircrew Training Devices Instructor (Rated)		43.02
15030 - Air Crew Training Devices Instructor (Pilot)		51.56
15050 - Computer Based Training Specialist / Instructor		35.56
15060 - Educational Technologist		42.73

15070 - Flight Instructor (Pilot) 51.56
15080 - Graphic Artist 23.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.56
15086 - Maintenance Test Pilot Rotary Wing 51.56
15088 - Non-Maintenance Test/Co-Pilot 51.56
15090 - Technical Instructor 22.94
15095 - Technical Instructor/Course Developer 28.06
15110 - Test Proctor 18.52
15120 - Tutor 18.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.71
16030 - Counter Attendant 14.71
16040 - Dry Cleaner 16.20
16070 - Finisher Flatwork Machine 14.71
16090 - Presser Hand 14.71
16110 - Presser Machine Drycleaning 14.74
16130 - Presser Machine Shirts 14.71
16160 - Presser Machine Wearing Apparel Laundry 14.71
16190 - Sewing Machine Operator 18.22
16220 - Tailor 19.73
16250 - Washer Machine 15.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.14
19040 - Tool And Die Maker 35.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.88
21030 - Material Coordinator 21.88
21040 - Material Expediter 21.88
21050 - Material Handling Laborer 17.49
21071 - Order Filler 14.21
21080 - Production Line Worker (Food Processing) 17.88
21110 - Shipping Packer 17.36
21130 - Shipping/Receiving Clerk 17.36
21140 - Store Worker I 17.02
21150 - Stock Clerk 21.53
21210 - Tools And Parts Attendant 17.88
21410 - Warehouse Specialist 17.88
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.76
23019 - Aircraft Logs and Records Technician 23.80
23021 - Aircraft Mechanic I 27.69
23022 - Aircraft Mechanic II 28.76
23023 - Aircraft Mechanic III 29.86
23040 - Aircraft Mechanic Helper 21.06
23050 - Aircraft Painter 26.53
23060 - Aircraft Servicer 23.80
23070 - Aircraft Survival Flight Equipment Technician 26.53
23080 - Aircraft Worker 25.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.69
II
23110 - Appliance Mechanic 26.53
23120 - Bicycle Repairer 22.42
23125 - Cable Splicer 27.69
23130 - Carpenter Maintenance 27.56
23140 - Carpet Layer 25.16
23160 - Electrician Maintenance 31.82
23181 - Electronics Technician Maintenance I 27.79
23182 - Electronics Technician Maintenance II 29.30
23183 - Electronics Technician Maintenance III 30.59
23260 - Fabric Worker 23.80
23290 - Fire Alarm System Mechanic 27.69
23310 - Fire Extinguisher Repairer 22.42
23311 - Fuel Distribution System Mechanic 31.61
23312 - Fuel Distribution System Operator 25.59
23370 - General Maintenance Worker 20.86
23380 - Ground Support Equipment Mechanic 27.69
23381 - Ground Support Equipment Servicer 23.80
23382 - Ground Support Equipment Worker 25.16
23391 - Gunsmith I 22.42
23392 - Gunsmith II 25.16
23393 - Gunsmith III 27.69
23410 - Heating Ventilation And Air-Conditioning 23.71
Mechanic
23411 - Heating Ventilation And Air Contidioning 24.66
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 30.16
23440 - Heavy Equipment Operator 31.25
23460 - Instrument Mechanic 27.69
23465 - Laboratory/Shelter Mechanic 26.53
23470 - Laborer 17.49
23510 - Locksmith 26.53
23530 - Machinery Maintenance Mechanic 26.87
23550 - Machinist Maintenance 20.79
23580 - Maintenance Trades Helper 17.24
23591 - Metrology Technician I 27.69
23592 - Metrology Technician II 28.76
23593 - Metrology Technician III 29.86
23640 - Millwright 27.69
23710 - Office Appliance Repairer 21.49
23760 - Painter Maintenance 20.77
23790 - Pipefitter Maintenance 33.12
23810 - Plumber Maintenance 31.72
23820 - Pneudraulic Systems Mechanic 27.69
23850 - Rigger 27.69
23870 - Scale Mechanic 25.16
23890 - Sheet-Metal Worker Maintenance 25.43
23910 - Small Engine Mechanic 23.14
23931 - Telecommunications Mechanic I 27.71

23932 - Telecommunications Mechanic II 28.78
23950 - Telephone Lineman 40.43
23960 - Welder Combination Maintenance 21.74
23965 - Well Driller 27.69
23970 - Woodcraft Worker 27.69
23980 - Woodworker 22.42
24000 - Personal Needs Occupations
24550 - Case Manager 19.05
24570 - Child Care Attendant 13.22
24580 - Child Care Center Clerk 16.99
24610 - Chore Aide 11.99
24620 - Family Readiness And Support Services Coordinator 19.05
24630 - Homemaker 19.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.15
25040 - Sewage Plant Operator 38.77
25070 - Stationary Engineer 38.15
25190 - Ventilation Equipment Tender 29.01
25210 - Water Treatment Plant Operator 38.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 32.48
27007 - Baggage Inspector 13.61
27008 - Corrections Officer 39.35
27010 - Court Security Officer 35.04
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 39.35
27070 - Firefighter 30.28
27101 - Guard I 13.61
27102 - Guard II 18.61
27131 - Police Officer I 39.12
27132 - Police Officer II 43.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.14
28042 - Carnival Equipment Repairer 16.12
28043 - Carnival Worker 12.20
28210 - Gate Attendant/Gate Tender 16.05
28310 - Lifeguard 13.83
28350 - Park Attendant (Aide) 17.96
28510 - Recreation Aide/Health Facility Attendant 13.10
28515 - Recreation Specialist 22.24
28630 - Sports Official 14.30
28690 - Swimming Pool Operator 18.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.07
29020 - Hatch Tender 28.07
29030 - Line Handler 28.07
29041 - Stevedore I 26.53
29042 - Stevedore II 29.60
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 21.66
30022 - Archeological Technician II 24.24
30023 - Archeological Technician III 30.02
30030 - Cartographic Technician 30.02
30040 - Civil Engineering Technician 34.95
30051 - Cryogenic Technician I 32.63
30052 - Cryogenic Technician II 36.03
30061 - Drafter/CAD Operator I 21.66
30062 - Drafter/CAD Operator II 24.24
30063 - Drafter/CAD Operator III 27.02
30064 - Drafter/CAD Operator IV 33.26
30081 - Engineering Technician I 19.30
30082 - Engineering Technician II 21.66
30083 - Engineering Technician III 24.24
30084 - Engineering Technician IV 30.02
30085 - Engineering Technician V 36.72
30086 - Engineering Technician VI 44.43
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 29.41
30210 - Laboratory Technician 27.22
30221 - Latent Fingerprint Technician I 32.50
30222 - Latent Fingerprint Technician II 35.89
30240 - Mathematical Technician 30.02
30361 - Paralegal/Legal Assistant I 23.51
30362 - Paralegal/Legal Assistant II 29.12
30363 - Paralegal/Legal Assistant III 35.62
30364 - Paralegal/Legal Assistant IV 43.10
30375 - Petroleum Supply Specialist 35.98
30390 - Photo-Optics Technician 26.83
30395 - Radiation Control Technician 35.98
30461 - Technical Writer I 29.41
30462 - Technical Writer II 35.98
30463 - Technical Writer III 43.53
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 32.63
30502 - Weather Forecaster II 39.67
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.02
30621 - Weather Observer Senior (see 2) 29.41
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 16.29
31030 - Bus Driver 21.17

31043 - Driver Courier	15.85
31260 - Parking and Lot Attendant	15.08
31290 - Shuttle Bus Driver	16.88
31310 - Taxi Driver	15.85
31361 - Truckdriver Light	16.88
31362 - Truckdriver Medium	17.92
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	12.32
99050 - Desk Clerk	12.02
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	14.72
99252 - Laboratory Animal Caretaker II	15.67
99260 - Marketing Analyst	29.27
99310 - Mortician	30.92
99410 - Pest Controller	25.75
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	30.44
99711 - Recycling Specialist	34.99
99730 - Refuse Collector	28.19
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	16.37
99830 - Survey Party Chief	36.93
99831 - Surveying Aide	22.30
99832 - Surveying Technician	30.55
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer Helper	19.48

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

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.: 2015-5655
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: California

Area: California County of Solano

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.12
01012 - Accounting Clerk II		20.34
01013 - Accounting Clerk III		22.76
01020 - Administrative Assistant		30.87
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		17.08
01043 - Customer Service Representative III		18.64
01051 - Data Entry Operator I		16.58
01052 - Data Entry Operator II		18.09
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		18.09
01090 - Duplicating Machine Operator		18.09
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31

01113 - General Clerk III 19.37
01120 - Housing Referral Assistant 28.83
01141 - Messenger Courier 13.07
01191 - Order Clerk I 18.24
01192 - Order Clerk II 19.91
01261 - Personnel Assistant (Employment) I 19.80
01262 - Personnel Assistant (Employment) II 22.18
01263 - Personnel Assistant (Employment) III 24.69
01270 - Production Control Clerk 28.26
01290 - Rental Clerk 16.25
01300 - Scheduler Maintenance 23.12
01311 - Secretary I 23.12
01312 - Secretary II 25.86
01313 - Secretary III 28.83
01320 - Service Order Dispatcher 22.62
01410 - Supply Technician 30.87
01420 - Survey Worker 28.02
01460 - Switchboard Operator/Receptionist 17.21
01531 - Travel Clerk I 14.41
01532 - Travel Clerk II 15.70
01533 - Travel Clerk III 16.95
01611 - Word Processor I 20.77
01612 - Word Processor II 23.32
01613 - Word Processor III 26.09
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.77
05010 - Automotive Electrician 23.26
05040 - Automotive Glass Installer 20.29
05070 - Automotive Worker 23.26
05110 - Mobile Equipment Servicer 20.22
05130 - Motor Equipment Metal Mechanic 24.26
05160 - Motor Equipment Metal Worker 22.22
05190 - Motor Vehicle Mechanic 24.26
05220 - Motor Vehicle Mechanic Helper 19.14
05250 - Motor Vehicle Upholstery Worker 21.22
05280 - Motor Vehicle Wrecker 22.22
05310 - Painter Automotive 22.98
05340 - Radiator Repair Specialist 21.94
05370 - Tire Repairer 16.28
05400 - Transmission Repair Specialist 24.26
07000 - Food Preparation And Service Occupations
07010 - Baker 16.35
07041 - Cook I 17.87
07042 - Cook II 20.29
07070 - Dishwasher 12.82
07130 - Food Service Worker 12.39
07210 - Meat Cutter 20.70
07260 - Waiter/Waitress 13.00
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.79

09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	21.79
09090 - Furniture Refinisher Helper	16.85
09110 - Furniture Repairer Minor	19.50
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.30
11060 - Elevator Operator	14.96
11090 - Gardener	21.94
11122 - Housekeeping Aide	14.96
11150 - Janitor	14.96
11210 - Laborer Grounds Maintenance	17.71
11240 - Maid or Houseman	13.79
11260 - Pruner	16.62
11270 - Tractor Operator	20.67
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	16.63
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	26.53
12012 - Certified Occupational Therapist Assistant	39.59
12015 - Certified Physical Therapist Assistant	32.09
12020 - Dental Assistant	23.97
12025 - Dental Hygienist	54.13
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	25.79
12072 - Licensed Practical Nurse II	28.86
12073 - Licensed Practical Nurse III	32.17
12100 - Medical Assistant	25.54
12130 - Medical Laboratory Technician	30.32
12160 - Medical Record Clerk	23.73
12190 - Medical Record Technician	26.55
12195 - Medical Transcriptionist	25.79
12210 - Nuclear Medicine Technologist	63.41
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.61
12236 - Optical Technician	25.79
12250 - Pharmacy Technician	22.49
12280 - Phlebotomist	25.04
12305 - Radiologic Technologist	47.86
12311 - Registered Nurse I	36.81
12312 - Registered Nurse II	45.02
12313 - Registered Nurse II Specialist	45.02
12314 - Registered Nurse III	64.05
12315 - Registered Nurse III Anesthetist	64.05

12316 - Registered Nurse IV		65.29
12317 - Scheduler (Drug and Alcohol Testing)		35.75
12320 - Substance Abuse Treatment Counselor		22.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.50
13012 - Exhibits Specialist II		34.24
13013 - Exhibits Specialist III		41.87
13041 - Illustrator I		27.64
13042 - Illustrator II		34.24
13043 - Illustrator III		41.87
13047 - Librarian		37.92
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		34.24
13058 - Library Technician		26.04
13061 - Media Specialist I		24.70
13062 - Media Specialist II		27.64
13063 - Media Specialist III		30.81
13071 - Photographer I		20.78
13072 - Photographer II		23.24
13073 - Photographer III		28.79
13074 - Photographer IV		35.21
13075 - Photographer V		42.60
13090 - Technical Order Library Clerk		21.83
13110 - Video Teleconference Technician		20.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
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		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		32.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		34.82
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		27.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		52.54

15086 - Maintenance Test Pilot Rotary Wing 52.54
15088 - Non-Maintenance Test/Co-Pilot 52.54
15090 - Technical Instructor 27.97
15095 - Technical Instructor/Course Developer 34.21
15110 - Test Proctor 22.58
15120 - Tutor 22.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.37
16030 - Counter Attendant 16.37
16040 - Dry Cleaner 21.08
16070 - Finisher Flatwork Machine 16.37
16090 - Presser Hand 16.37
16110 - Presser Machine Drycleaning 16.37
16130 - Presser Machine Shirts 16.37
16160 - Presser Machine Wearing Apparel Laundry 16.37
16190 - Sewing Machine Operator 21.96
16220 - Tailor 22.84
16250 - Washer Machine 18.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.02
19040 - Tool And Die Maker 38.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.62
21030 - Material Coordinator 28.26
21040 - Material Expediter 28.26
21050 - Material Handling Laborer 16.58
21071 - Order Filler 15.60
21080 - Production Line Worker (Food Processing) 18.62
21110 - Shipping Packer 18.91
21130 - Shipping/Receiving Clerk 18.91
21140 - Store Worker I 17.56
21150 - Stock Clerk 23.04
21210 - Tools And Parts Attendant 18.62
21410 - Warehouse Specialist 18.62
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.48
23019 - Aircraft Logs and Records Technician 28.56
23021 - Aircraft Mechanic I 33.76
23022 - Aircraft Mechanic II 35.48
23023 - Aircraft Mechanic III 36.98
23040 - Aircraft Mechanic Helper 24.68
23050 - Aircraft Painter 32.02
23060 - Aircraft Servicer 28.56
23070 - Aircraft Survival Flight Equipment Technician 32.02
23080 - Aircraft Worker 30.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.76
23110 - Appliance Mechanic 32.02

23120 - Bicycle Repairer 24.34
23125 - Cable Splicer 41.93
23130 - Carpenter Maintenance 30.12
23140 - Carpet Layer 30.30
23160 - Electrician Maintenance 35.12
23181 - Electronics Technician Maintenance I 34.66
23182 - Electronics Technician Maintenance II 36.62
23183 - Electronics Technician Maintenance III 38.61
23260 - Fabric Worker 28.56
23290 - Fire Alarm System Mechanic 33.76
23310 - Fire Extinguisher Repairer 26.70
23311 - Fuel Distribution System Mechanic 36.53
23312 - Fuel Distribution System Operator 28.89
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 33.76
23381 - Ground Support Equipment Servicer 28.56
23382 - Ground Support Equipment Worker 30.30
23391 - Gunsmith I 26.70
23392 - Gunsmith II 30.30
23393 - Gunsmith III 33.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.92
23430 - Heavy Equipment Mechanic 32.44
23440 - Heavy Equipment Operator 41.83
23460 - Instrument Mechanic 33.76
23465 - Laboratory/Shelter Mechanic 32.02
23470 - Laborer 14.76
23510 - Locksmith 26.37
23530 - Machinery Maintenance Mechanic 32.66
23550 - Machinist Maintenance 35.69
23580 - Maintenance Trades Helper 18.18
23591 - Metrology Technician I 33.76
23592 - Metrology Technician II 35.48
23593 - Metrology Technician III 36.98
23640 - Millwright 34.76
23710 - Office Appliance Repairer 23.83
23760 - Painter Maintenance 26.89
23790 - Pipefitter Maintenance 33.59
23810 - Plumber Maintenance 31.86
23820 - Pneudraulic Systems Mechanic 33.76
23850 - Rigger 33.76
23870 - Scale Mechanic 30.30
23890 - Sheet-Metal Worker Maintenance 34.48
23910 - Small Engine Mechanic 29.50
23931 - Telecommunications Mechanic I 32.77
23932 - Telecommunications Mechanic II 34.44
23950 - Telephone Lineman 32.79
23960 - Welder Combination Maintenance 26.06

23965 - Well Driller	33.76
23970 - Woodcraft Worker	33.76
23980 - Woodworker	26.70
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24610 - Chore Aide	12.96
24620 - Family Readiness And Support Services Coordinator	18.65
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.07
25040 - Sewage Plant Operator	43.03
25070 - Stationary Engineer	40.07
25190 - Ventilation Equipment Tender	29.29
25210 - Water Treatment Plant Operator	43.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.28
27007 - Baggage Inspector	14.96
27008 - Corrections Officer	48.67
27010 - Court Security Officer	48.67
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	48.67
27070 - Firefighter	48.18
27101 - Guard I	14.96
27102 - Guard II	17.15
27131 - Police Officer I	52.56
27132 - Police Officer II	58.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.80
28042 - Carnival Equipment Repairer	17.10
28043 - Carnival Worker	11.84
28210 - Gate Attendant/Gate Tender	19.20
28310 - Lifeguard	13.29
28350 - Park Attendant (Aide)	21.48
28510 - Recreation Aide/Health Facility Attendant	15.67
28515 - Recreation Specialist	25.01
28630 - Sports Official	17.10
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.82
29020 - Hatch Tender	33.82
29030 - Line Handler	33.82
29041 - Stevedore I	31.87
29042 - Stevedore II	35.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.95

30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 34.25
30051 - Cryogenic Technician I 29.61
30052 - Cryogenic Technician II 32.70
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 31.40
30095 - Evidence Control Specialist 26.73
30210 - Laboratory Technician 22.78
30221 - Latent Fingerprint Technician I 29.61
30222 - Latent Fingerprint Technician II 32.70
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 24.61
30362 - Paralegal/Legal Assistant II 30.73
30363 - Paralegal/Legal Assistant III 37.61
30364 - Paralegal/Legal Assistant IV 45.49
30375 - Petroleum Supply Specialist 32.70
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 32.70
30461 - Technical Writer I 28.23
30462 - Technical Writer II 34.52
30463 - Technical Writer III 41.77
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.15
30502 - Weather Forecaster II 46.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 15.85
31030 - Bus Driver 22.02
31043 - Driver Courier 17.77
31260 - Parking and Lot Attendant 12.84
31290 - Shuttle Bus Driver 19.22

31310 - Taxi Driver	15.64
31361 - Truckdriver Light	19.22
31362 - Truckdriver Medium	20.55
31363 - Truckdriver Heavy	23.37
31364 - Truckdriver Tractor-Trailer	23.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.32
99050 - Desk Clerk	12.60
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	14.89
99252 - Laboratory Animal Caretaker II	16.11
99260 - Marketing Analyst	29.75
99310 - Mortician	30.92
99410 - Pest Controller	21.16
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	24.40
99711 - Recycling Specialist	27.75
99730 - Refuse Collector	21.75
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	47.55
99831 - Surveying Aide	22.64
99832 - Surveying Technician	31.06
99840 - Vending Machine Attendant	22.94
99841 - Vending Machine Repairer	26.74
99842 - Vending Machine Repairer Helper	22.94

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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 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 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.: 2015-5656
Revision No.: 11
Date Of Last Revision: 07/20/2020

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: California

Area: California County of Solano

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.12
01012 - Accounting Clerk II		20.34
01013 - Accounting Clerk III		22.76
01020 - Administrative Assistant		30.87
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		17.08
01043 - Customer Service Representative III		18.64
01051 - Data Entry Operator I		16.58
01052 - Data Entry Operator II		18.09
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		18.09

01090 - Duplicating Machine Operator	18.09
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	13.07
01191 - Order Clerk I	18.24
01192 - Order Clerk II	19.91
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.26
01290 - Rental Clerk	16.25
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	30.87
01420 - Survey Worker	28.02
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	14.41
01532 - Travel Clerk II	15.70
01533 - Travel Clerk III	16.95
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.77
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.35
07041 - Cook I	17.87
07042 - Cook II	20.29
07070 - Dishwasher	12.82
07130 - Food Service Worker	12.39
07210 - Meat Cutter	20.70

07260 - Waiter/Waitress	13.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.79
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	21.79
09090 - Furniture Refinisher Helper	16.85
09110 - Furniture Repairer Minor	19.50
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.30
11060 - Elevator Operator	14.96
11090 - Gardener	21.94
11122 - Housekeeping Aide	14.96
11150 - Janitor	14.96
11210 - Laborer Grounds Maintenance	17.71
11240 - Maid or Houseman	13.79
11260 - Pruner	16.62
11270 - Tractor Operator	20.67
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	16.63
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	26.53
12012 - Certified Occupational Therapist Assistant	39.59
12015 - Certified Physical Therapist Assistant	32.09
12020 - Dental Assistant	23.97
12025 - Dental Hygienist	54.13
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	25.79
12072 - Licensed Practical Nurse II	28.86
12073 - Licensed Practical Nurse III	32.17
12100 - Medical Assistant	25.54
12130 - Medical Laboratory Technician	30.32
12160 - Medical Record Clerk	23.73
12190 - Medical Record Technician	26.55
12195 - Medical Transcriptionist	25.79
12210 - Nuclear Medicine Technologist	63.41
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.61
12236 - Optical Technician	25.79
12250 - Pharmacy Technician	22.49
12280 - Phlebotomist	25.04
12305 - Radiologic Technologist	47.86
12311 - Registered Nurse I	36.81
12312 - Registered Nurse II	45.02

12313 - Registered Nurse II Specialist		45.02
12314 - Registered Nurse III		64.05
12315 - Registered Nurse III Anesthetist		64.05
12316 - Registered Nurse IV		65.29
12317 - Scheduler (Drug and Alcohol Testing)		35.75
12320 - Substance Abuse Treatment Counselor		22.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.50
13012 - Exhibits Specialist II		34.24
13013 - Exhibits Specialist III		41.87
13041 - Illustrator I		27.64
13042 - Illustrator II		34.24
13043 - Illustrator III		41.87
13047 - Librarian		37.92
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		34.24
13058 - Library Technician		26.04
13061 - Media Specialist I		24.70
13062 - Media Specialist II		27.64
13063 - Media Specialist III		30.81
13071 - Photographer I		20.78
13072 - Photographer II		23.24
13073 - Photographer III		28.79
13074 - Photographer IV		35.21
13075 - Photographer V		42.60
13090 - Technical Order Library Clerk		21.83
13110 - Video Teleconference Technician		20.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.78
14042 - Computer Operator II		24.40
14043 - Computer Operator III		27.16
14044 - Computer Operator IV		30.17
14045 - Computer Operator V		33.43
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		21.78
14160 - Personal Computer Support Technician		30.17
14170 - System Support Specialist		32.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		34.82

15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	27.85
15085 - Maintenance Test Pilot Fixed Jet/Prop	52.54
15086 - Maintenance Test Pilot Rotary Wing	52.54
15088 - Non-Maintenance Test/Co-Pilot	52.54
15090 - Technical Instructor	27.97
15095 - Technical Instructor/Course Developer	34.21
15110 - Test Proctor	22.58
15120 - Tutor	22.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	16.37
16030 - Counter Attendant	16.37
16040 - Dry Cleaner	21.08
16070 - Finisher Flatwork Machine	16.37
16090 - Presser Hand	16.37
16110 - Presser Machine Drycleaning	16.37
16130 - Presser Machine Shirts	16.37
16160 - Presser Machine Wearing Apparel Laundry	16.37
16190 - Sewing Machine Operator	21.96
16220 - Tailor	22.84
16250 - Washer Machine	18.06
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.02
19040 - Tool And Die Maker	38.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.62
21030 - Material Coordinator	28.26
21040 - Material Expediter	28.26
21050 - Material Handling Laborer	16.58
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	18.62
21110 - Shipping Packer	18.91
21130 - Shipping/Receiving Clerk	18.91
21140 - Store Worker I	17.56
21150 - Stock Clerk	23.04
21210 - Tools And Parts Attendant	18.62
21410 - Warehouse Specialist	18.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.48
23019 - Aircraft Logs and Records Technician	28.56
23021 - Aircraft Mechanic I	33.76
23022 - Aircraft Mechanic II	35.48
23023 - Aircraft Mechanic III	36.98
23040 - Aircraft Mechanic Helper	24.68
23050 - Aircraft Painter	32.02
23060 - Aircraft Servicer	28.56
23070 - Aircraft Survival Flight Equipment Technician	32.02
23080 - Aircraft Worker	30.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.30

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.76
23110 - Appliance Mechanic 32.02
23120 - Bicycle Repairer 24.34
23125 - Cable Splicer 41.93
23130 - Carpenter Maintenance 30.12
23140 - Carpet Layer 30.30
23160 - Electrician Maintenance 35.12
23181 - Electronics Technician Maintenance I 34.66
23182 - Electronics Technician Maintenance II 36.62
23183 - Electronics Technician Maintenance III 38.61
23260 - Fabric Worker 28.56
23290 - Fire Alarm System Mechanic 33.76
23310 - Fire Extinguisher Repairer 26.70
23311 - Fuel Distribution System Mechanic 36.53
23312 - Fuel Distribution System Operator 28.89
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 33.76
23381 - Ground Support Equipment Servicer 28.56
23382 - Ground Support Equipment Worker 30.30
23391 - Gunsmith I 26.70
23392 - Gunsmith II 30.30
23393 - Gunsmith III 33.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.92
23430 - Heavy Equipment Mechanic 32.44
23440 - Heavy Equipment Operator 41.83
23460 - Instrument Mechanic 33.76
23465 - Laboratory/Shelter Mechanic 32.02
23470 - Laborer 14.76
23510 - Locksmith 26.37
23530 - Machinery Maintenance Mechanic 32.66
23550 - Machinist Maintenance 35.69
23580 - Maintenance Trades Helper 18.18
23591 - Metrology Technician I 33.76
23592 - Metrology Technician II 35.48
23593 - Metrology Technician III 36.98
23640 - Millwright 34.76
23710 - Office Appliance Repairer 23.83
23760 - Painter Maintenance 26.89
23790 - Pipefitter Maintenance 33.59
23810 - Plumber Maintenance 31.86
23820 - Pneudraulic Systems Mechanic 33.76
23850 - Rigger 33.76
23870 - Scale Mechanic 30.30
23890 - Sheet-Metal Worker Maintenance 34.48
23910 - Small Engine Mechanic 29.50
23931 - Telecommunications Mechanic I 32.77

23932 - Telecommunications Mechanic II 34.44
23950 - Telephone Lineman 32.79
23960 - Welder Combination Maintenance 26.06
23965 - Well Driller 33.76
23970 - Woodcraft Worker 33.76
23980 - Woodworker 26.70
24000 - Personal Needs Occupations
24550 - Case Manager 18.65
24570 - Child Care Attendant 13.74
24580 - Child Care Center Clerk 17.13
24610 - Chore Aide 12.96
24620 - Family Readiness And Support Services Coordinator 18.65
24630 - Homemaker 19.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 40.07
25040 - Sewage Plant Operator 43.03
25070 - Stationary Engineer 40.07
25190 - Ventilation Equipment Tender 29.29
25210 - Water Treatment Plant Operator 43.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 30.28
27007 - Baggage Inspector 14.96
27008 - Corrections Officer 48.67
27010 - Court Security Officer 48.67
27030 - Detection Dog Handler 17.15
27040 - Detention Officer 48.67
27070 - Firefighter 48.18
27101 - Guard I 14.96
27102 - Guard II 17.15
27131 - Police Officer I 52.56
27132 - Police Officer II 58.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.80
28042 - Carnival Equipment Repairer 17.10
28043 - Carnival Worker 11.84
28210 - Gate Attendant/Gate Tender 19.20
28310 - Lifeguard 13.29
28350 - Park Attendant (Aide) 21.48
28510 - Recreation Aide/Health Facility Attendant 15.67
28515 - Recreation Specialist 25.01
28630 - Sports Official 17.10
28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.82
29020 - Hatch Tender 33.82
29030 - Line Handler 33.82
29041 - Stevedore I 31.87
29042 - Stevedore II 35.74
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 48.66
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 33.55
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 36.95
30021 - Archeological Technician I 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 34.25
30051 - Cryogenic Technician I 29.61
30052 - Cryogenic Technician II 32.70
30061 - Drafter/CAD Operator I 24.86
30062 - Drafter/CAD Operator II 27.80
30063 - Drafter/CAD Operator III 30.99
30064 - Drafter/CAD Operator IV 38.15
30081 - Engineering Technician I 18.90
30082 - Engineering Technician II 21.22
30083 - Engineering Technician III 23.73
30084 - Engineering Technician IV 29.40
30085 - Engineering Technician V 35.98
30086 - Engineering Technician VI 43.51
30090 - Environmental Technician 31.40
30095 - Evidence Control Specialist 26.73
30210 - Laboratory Technician 22.78
30221 - Latent Fingerprint Technician I 29.61
30222 - Latent Fingerprint Technician II 32.70
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 24.61
30362 - Paralegal/Legal Assistant II 30.73
30363 - Paralegal/Legal Assistant III 37.61
30364 - Paralegal/Legal Assistant IV 45.49
30375 - Petroleum Supply Specialist 32.70
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 32.70
30461 - Technical Writer I 28.23
30462 - Technical Writer II 34.52
30463 - Technical Writer III 41.77
30491 - Unexploded Ordnance (UXO) Technician I 30.92
30492 - Unexploded Ordnance (UXO) Technician II 37.41
30493 - Unexploded Ordnance (UXO) Technician III 44.84
30494 - Unexploded (UXO) Safety Escort 30.92
30495 - Unexploded (UXO) Sweep Personnel 30.92
30501 - Weather Forecaster I 38.15
30502 - Weather Forecaster II 46.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer Senior (see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.41
31020 - Bus Aide 15.85
31030 - Bus Driver 22.02

31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	15.64
31361 - Truckdriver Light	19.22
31362 - Truckdriver Medium	20.55
31363 - Truckdriver Heavy	23.37
31364 - Truckdriver Tractor-Trailer	23.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.24
99030 - Cashier	13.32
99050 - Desk Clerk	12.60
99095 - Embalmer	30.92
99130 - Flight Follower	30.92
99251 - Laboratory Animal Caretaker I	14.89
99252 - Laboratory Animal Caretaker II	16.11
99260 - Marketing Analyst	29.75
99310 - Mortician	30.92
99410 - Pest Controller	21.16
99510 - Photofinishing Worker	16.25
99710 - Recycling Laborer	24.40
99711 - Recycling Specialist	27.75
99730 - Refuse Collector	21.75
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	47.55
99831 - Surveying Aide	22.64
99832 - Surveying Technician	31.06
99840 - Vending Machine Attendant	22.94
99841 - Vending Machine Repairer	26.74
99842 - Vending Machine Repairer Helper	22.94

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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 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 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.: 2015-5657
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: California

Area: California County of Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.12
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		28.64
01035 - Court Reporter		17.91
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.51
01043 - Customer Service Representative III		16.92
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		20.59
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.22
01112 - General Clerk II		14.42

01113 - General Clerk III	16.19
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.90
01191 - Order Clerk I	16.11
01192 - Order Clerk II	17.57
01261 - Personnel Assistant (Employment) I	16.43
01262 - Personnel Assistant (Employment) II	18.39
01263 - Personnel Assistant (Employment) III	20.50
01270 - Production Control Clerk	21.08
01290 - Rental Clerk	15.56
01300 - Scheduler Maintenance	16.00
01311 - Secretary I	16.00
01312 - Secretary II	17.91
01313 - Secretary III	19.97
01320 - Service Order Dispatcher	18.40
01410 - Supply Technician	28.64
01420 - Survey Worker	17.55
01460 - Switchboard Operator/Receptionist	14.92
01531 - Travel Clerk I	13.70
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.60
01611 - Word Processor I	14.79
01612 - Word Processor II	16.61
01613 - Word Processor III	18.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.67
05010 - Automotive Electrician	19.11
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	19.11
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	13.40
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	15.63
07042 - Cook II	17.76
07070 - Dishwasher	11.91
07130 - Food Service Worker	12.70
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.75

09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	19.75
09090 - Furniture Refinisher Helper	15.26
09110 - Furniture Repairer Minor	17.50
09130 - Upholsterer	19.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.82
11060 - Elevator Operator	12.82
11090 - Gardener	18.11
11122 - Housekeeping Aide	13.30
11150 - Janitor	13.30
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	12.02
11260 - Pruner	13.40
11270 - Tractor Operator	16.88
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	14.13
12000 - Health Occupations	
12010 - Ambulance Driver	18.96
12011 - Breath Alcohol Technician	19.91
12012 - Certified Occupational Therapist Assistant	33.86
12015 - Certified Physical Therapist Assistant	29.95
12020 - Dental Assistant	18.27
12025 - Dental Hygienist	45.69
12030 - EKG Technician	31.06
12035 - Electroneurodiagnostic Technologist	31.06
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	18.32
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	20.99
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	18.66
12195 - Medical Transcriptionist	18.32
12210 - Nuclear Medicine Technologist	45.04
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	21.73
12236 - Optical Technician	18.32
12250 - Pharmacy Technician	18.09
12280 - Phlebotomist	18.23
12305 - Radiologic Technologist	38.68
12311 - Registered Nurse I	26.76
12312 - Registered Nurse II	32.73
12313 - Registered Nurse II Specialist	32.73
12314 - Registered Nurse III	39.59
12315 - Registered Nurse III Anesthetist	39.59

12316 - Registered Nurse IV		47.45
12317 - Scheduler (Drug and Alcohol Testing)		25.39
12320 - Substance Abuse Treatment Counselor		17.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.53
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.59
13041 - Illustrator I		19.53
13042 - Illustrator II		24.18
13043 - Illustrator III		29.59
13047 - Librarian		26.79
13050 - Library Aide/Clerk		18.90
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		21.05
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.53
13063 - Media Specialist III		21.76
13071 - Photographer I		15.73
13072 - Photographer II		17.58
13073 - Photographer III		21.79
13074 - Photographer IV		26.64
13075 - Photographer V		32.23
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		17.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.12
14043 - Computer Operator III		21.31
14044 - Computer Operator IV		23.67
14045 - Computer Operator V		26.22
14071 - Computer Programmer I	(see 1)	25.03
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		17.09
14160 - Personal Computer Support Technician		23.67
14170 - System Support Specialist		39.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		40.28
15070 - Flight Instructor (Pilot)		44.31
15080 - Graphic Artist		23.91
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.95

15086 - Maintenance Test Pilot Rotary Wing 42.95
15088 - Non-Maintenance Test/Co-Pilot 42.95
15090 - Technical Instructor 23.61
15095 - Technical Instructor/Course Developer 28.88
15110 - Test Proctor 19.06
15120 - Tutor 19.06
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) 22.16
19040 - Tool And Die Maker 27.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.80
21030 - Material Coordinator 21.47
21040 - Material Expediter 21.47
21050 - Material Handling Laborer 13.74
21071 - Order Filler 13.28
21080 - Production Line Worker (Food Processing) 16.80
21110 - Shipping Packer 15.98
21130 - Shipping/Receiving Clerk 15.98
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 16.80
21410 - Warehouse Specialist 16.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.67
23019 - Aircraft Logs and Records Technician 19.64
23021 - Aircraft Mechanic I 23.41
23022 - Aircraft Mechanic II 24.67
23023 - Aircraft Mechanic III 25.92
23040 - Aircraft Mechanic Helper 17.12
23050 - Aircraft Painter 22.16
23060 - Aircraft Servicer 19.64
23070 - Aircraft Survival Flight Equipment Technician 22.16
23080 - Aircraft Worker 20.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.41
23110 - Appliance Mechanic 22.03

23120 - Bicycle Repairer	18.19
23125 - Cable Splicer	25.28
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	18.18
23160 - Electrician Maintenance	27.58
23181 - Electronics Technician Maintenance I	22.22
23182 - Electronics Technician Maintenance II	23.58
23183 - Electronics Technician Maintenance III	24.90
23260 - Fabric Worker	19.64
23290 - Fire Alarm System Mechanic	23.41
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System Mechanic	28.16
23312 - Fuel Distribution System Operator	22.11
23370 - General Maintenance Worker	19.37
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.64
23382 - Ground Support Equipment Worker	20.89
23391 - Gunsmith I	18.38
23392 - Gunsmith II	20.89
23393 - Gunsmith III	23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.71
23430 - Heavy Equipment Mechanic	26.41
23440 - Heavy Equipment Operator	23.97
23460 - Instrument Mechanic	23.41
23465 - Laboratory/Shelter Mechanic	22.16
23470 - Laborer	13.74
23510 - Locksmith	22.16
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist Maintenance	19.34
23580 - Maintenance Trades Helper	12.96
23591 - Metrology Technician I	23.41
23592 - Metrology Technician II	24.67
23593 - Metrology Technician III	25.92
23640 - Millwright	23.27
23710 - Office Appliance Repairer	21.91
23760 - Painter Maintenance	18.10
23790 - Pipefitter Maintenance	24.56
23810 - Plumber Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	23.41
23850 - Rigger	23.41
23870 - Scale Mechanic	20.89
23890 - Sheet-Metal Worker Maintenance	22.77
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	28.28
23950 - Telephone Lineman	25.56
23960 - Welder Combination Maintenance	19.17

23965 - Well Driller	23.41
23970 - Woodcraft Worker	23.41
23980 - Woodworker	18.38
24000 - Personal Needs Occupations	
24550 - Case Manager	18.77
24570 - Child Care Attendant	12.49
24580 - Child Care Center Clerk	15.58
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	18.77
24630 - Homemaker	18.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.43
25040 - Sewage Plant Operator	23.45
25070 - Stationary Engineer	23.43
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	23.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.40
27007 - Baggage Inspector	13.30
27008 - Corrections Officer	31.96
27010 - Court Security Officer	31.96
27030 - Detection Dog Handler	14.88
27040 - Detention Officer	31.96
27070 - Firefighter	31.96
27101 - Guard I	13.30
27102 - Guard II	14.88
27131 - Police Officer I	31.07
27132 - Police Officer II	34.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.14
28042 - Carnival Equipment Repairer	16.25
28043 - Carnival Worker	12.02
28210 - Gate Attendant/Gate Tender	14.93
28310 - Lifeguard	12.37
28350 - Park Attendant (Aide)	16.70
28510 - Recreation Aide/Health Facility Attendant	12.19
28515 - Recreation Specialist	20.69
28630 - Sports Official	13.30
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.89
29020 - Hatch Tender	20.89
29030 - Line Handler	20.89
29041 - Stevedore I	19.64
29042 - Stevedore II	22.16
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		17.11
30022 - Archeological Technician II		19.14
30023 - Archeological Technician III		23.72
30030 - Cartographic Technician		23.72
30040 - Civil Engineering Technician		27.16
30051 - Cryogenic Technician I		25.37
30052 - Cryogenic Technician II		28.02
30061 - Drafter/CAD Operator I		17.11
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.35
30064 - Drafter/CAD Operator IV		26.26
30081 - Engineering Technician I		16.68
30082 - Engineering Technician II		18.72
30083 - Engineering Technician III		20.94
30084 - Engineering Technician IV		25.95
30085 - Engineering Technician V		31.74
30086 - Engineering Technician VI		38.40
30090 - Environmental Technician		23.32
30095 - Evidence Control Specialist		22.91
30210 - Laboratory Technician		20.59
30221 - Latent Fingerprint Technician I		25.37
30222 - Latent Fingerprint Technician II		28.02
30240 - Mathematical Technician		23.32
30361 - Paralegal/Legal Assistant I		19.62
30362 - Paralegal/Legal Assistant II		24.30
30363 - Paralegal/Legal Assistant III		29.72
30364 - Paralegal/Legal Assistant IV		35.97
30375 - Petroleum Supply Specialist		28.02
30390 - Photo-Optics Technician		23.72
30395 - Radiation Control Technician		28.02
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.15
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		26.26
30502 - Weather Forecaster II		31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.35
30621 - Weather Observer Senior	(see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.18
31030 - Bus Driver		19.56
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		13.37
31290 - Shuttle Bus Driver		16.89

31310 - Taxi Driver	15.64
31361 - Truckdriver Light	16.89
31362 - Truckdriver Medium	18.04
31363 - Truckdriver Heavy	21.11
31364 - Truckdriver Tractor-Trailer	21.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.22
99050 - Desk Clerk	12.22
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	14.63
99260 - Marketing Analyst	26.75
99310 - Mortician	25.35
99410 - Pest Controller	19.91
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	25.66
99730 - Refuse Collector	21.23
99810 - Sales Clerk	12.98
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	21.37
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
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: 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.: 2015-5658
Revision No.: 11
Date Of Last Revision: 07/20/2020

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: California

Area: California County of Tulare

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.12
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		28.64
01035 - Court Reporter		17.91
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.51
01043 - Customer Service Representative III		16.92
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		20.59
01070 - Document Preparation Clerk		15.13

01090 - Duplicating Machine Operator	15.13
01111 - General Clerk I	13.22
01112 - General Clerk II	14.42
01113 - General Clerk III	16.19
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.90
01191 - Order Clerk I	16.11
01192 - Order Clerk II	17.57
01261 - Personnel Assistant (Employment) I	16.43
01262 - Personnel Assistant (Employment) II	18.39
01263 - Personnel Assistant (Employment) III	20.50
01270 - Production Control Clerk	21.08
01290 - Rental Clerk	15.56
01300 - Scheduler Maintenance	16.00
01311 - Secretary I	16.00
01312 - Secretary II	17.91
01313 - Secretary III	19.97
01320 - Service Order Dispatcher	18.40
01410 - Supply Technician	28.64
01420 - Survey Worker	17.55
01460 - Switchboard Operator/Receptionist	14.92
01531 - Travel Clerk I	13.70
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.60
01611 - Word Processor I	14.79
01612 - Word Processor II	16.61
01613 - Word Processor III	18.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.67
05010 - Automotive Electrician	19.11
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	19.11
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	13.40
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.01
07041 - Cook I	15.63
07042 - Cook II	17.76
07070 - Dishwasher	11.91
07130 - Food Service Worker	12.70
07210 - Meat Cutter	13.82

07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.75
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	19.75
09090 - Furniture Refinisher Helper	15.26
09110 - Furniture Repairer Minor	17.50
09130 - Upholsterer	19.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.82
11060 - Elevator Operator	12.82
11090 - Gardener	18.11
11122 - Housekeeping Aide	13.30
11150 - Janitor	13.30
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	12.02
11260 - Pruner	13.40
11270 - Tractor Operator	16.88
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	14.13
12000 - Health Occupations	
12010 - Ambulance Driver	18.96
12011 - Breath Alcohol Technician	19.91
12012 - Certified Occupational Therapist Assistant	33.86
12015 - Certified Physical Therapist Assistant	29.95
12020 - Dental Assistant	18.27
12025 - Dental Hygienist	45.69
12030 - EKG Technician	31.06
12035 - Electroneurodiagnostic Technologist	31.06
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	18.32
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	20.99
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	18.66
12195 - Medical Transcriptionist	18.32
12210 - Nuclear Medicine Technologist	45.04
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	21.73
12236 - Optical Technician	18.32
12250 - Pharmacy Technician	18.09
12280 - Phlebotomist	18.23
12305 - Radiologic Technologist	38.68
12311 - Registered Nurse I	26.76
12312 - Registered Nurse II	32.73

12313 - Registered Nurse II Specialist		32.73
12314 - Registered Nurse III		39.59
12315 - Registered Nurse III Anesthetist		39.59
12316 - Registered Nurse IV		47.45
12317 - Scheduler (Drug and Alcohol Testing)		25.39
12320 - Substance Abuse Treatment Counselor		17.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.53
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.59
13041 - Illustrator I		19.53
13042 - Illustrator II		24.18
13043 - Illustrator III		29.59
13047 - Librarian		26.79
13050 - Library Aide/Clerk		18.90
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		21.05
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.53
13063 - Media Specialist III		21.76
13071 - Photographer I		15.73
13072 - Photographer II		17.58
13073 - Photographer III		21.79
13074 - Photographer IV		26.64
13075 - Photographer V		32.23
13090 - Technical Order Library Clerk		22.67
13110 - Video Teleconference Technician		17.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.12
14043 - Computer Operator III		21.31
14044 - Computer Operator IV		23.67
14045 - Computer Operator V		26.22
14071 - Computer Programmer I	(see 1)	25.03
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		17.09
14160 - Personal Computer Support Technician		23.67
14170 - System Support Specialist		39.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		40.28

15070 - Flight Instructor (Pilot) 44.31
15080 - Graphic Artist 23.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.95
15086 - Maintenance Test Pilot Rotary Wing 42.95
15088 - Non-Maintenance Test/Co-Pilot 42.95
15090 - Technical Instructor 23.61
15095 - Technical Instructor/Course Developer 28.88
15110 - Test Proctor 19.06
15120 - Tutor 19.06
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) 22.16
19040 - Tool And Die Maker 27.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.80
21030 - Material Coordinator 21.47
21040 - Material Expediter 21.47
21050 - Material Handling Laborer 13.74
21071 - Order Filler 13.28
21080 - Production Line Worker (Food Processing) 16.80
21110 - Shipping Packer 15.98
21130 - Shipping/Receiving Clerk 15.98
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 16.80
21410 - Warehouse Specialist 16.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.67
23019 - Aircraft Logs and Records Technician 19.64
23021 - Aircraft Mechanic I 23.41
23022 - Aircraft Mechanic II 24.67
23023 - Aircraft Mechanic III 25.92
23040 - Aircraft Mechanic Helper 17.12
23050 - Aircraft Painter 22.16
23060 - Aircraft Servicer 19.64
23070 - Aircraft Survival Flight Equipment Technician 22.16
23080 - Aircraft Worker 20.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.89

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.41
23110 - Appliance Mechanic 22.03
23120 - Bicycle Repairer 18.19
23125 - Cable Splicer 25.28
23130 - Carpenter Maintenance 21.01
23140 - Carpet Layer 18.18
23160 - Electrician Maintenance 27.58
23181 - Electronics Technician Maintenance I 22.22
23182 - Electronics Technician Maintenance II 23.58
23183 - Electronics Technician Maintenance III 24.90
23260 - Fabric Worker 19.64
23290 - Fire Alarm System Mechanic 23.41
23310 - Fire Extinguisher Repairer 18.38
23311 - Fuel Distribution System Mechanic 28.16
23312 - Fuel Distribution System Operator 22.11
23370 - General Maintenance Worker 19.37
23380 - Ground Support Equipment Mechanic 23.41
23381 - Ground Support Equipment Servicer 19.64
23382 - Ground Support Equipment Worker 20.89
23391 - Gunsmith I 18.38
23392 - Gunsmith II 20.89
23393 - Gunsmith III 23.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.71
23430 - Heavy Equipment Mechanic 26.41
23440 - Heavy Equipment Operator 23.97
23460 - Instrument Mechanic 23.41
23465 - Laboratory/Shelter Mechanic 22.16
23470 - Laborer 13.74
23510 - Locksmith 22.16
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist Maintenance 19.34
23580 - Maintenance Trades Helper 12.96
23591 - Metrology Technician I 23.41
23592 - Metrology Technician II 24.67
23593 - Metrology Technician III 25.92
23640 - Millwright 23.27
23710 - Office Appliance Repairer 21.91
23760 - Painter Maintenance 18.10
23790 - Pipefitter Maintenance 24.56
23810 - Plumber Maintenance 23.25
23820 - Pneudraulic Systems Mechanic 23.41
23850 - Rigger 23.41
23870 - Scale Mechanic 20.89
23890 - Sheet-Metal Worker Maintenance 22.77
23910 - Small Engine Mechanic 20.67
23931 - Telecommunications Mechanic I 26.83

23932 - Telecommunications Mechanic II 28.28
23950 - Telephone Lineman 25.56
23960 - Welder Combination Maintenance 19.17
23965 - Well Driller 23.41
23970 - Woodcraft Worker 23.41
23980 - Woodworker 18.38
24000 - Personal Needs Occupations
24550 - Case Manager 18.77
24570 - Child Care Attendant 12.49
24580 - Child Care Center Clerk 15.58
24610 - Chore Aide 12.03
24620 - Family Readiness And Support Services Coordinator 18.77
24630 - Homemaker 18.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.43
25040 - Sewage Plant Operator 23.45
25070 - Stationary Engineer 23.43
25190 - Ventilation Equipment Tender 17.12
25210 - Water Treatment Plant Operator 23.45
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.40
27007 - Baggage Inspector 13.30
27008 - Corrections Officer 31.96
27010 - Court Security Officer 31.96
27030 - Detection Dog Handler 14.88
27040 - Detention Officer 31.96
27070 - Firefighter 31.96
27101 - Guard I 13.30
27102 - Guard II 14.88
27131 - Police Officer I 31.07
27132 - Police Officer II 34.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.14
28042 - Carnival Equipment Repairer 16.25
28043 - Carnival Worker 12.02
28210 - Gate Attendant/Gate Tender 14.93
28310 - Lifeguard 12.37
28350 - Park Attendant (Aide) 16.70
28510 - Recreation Aide/Health Facility Attendant 12.19
28515 - Recreation Specialist 20.69
28630 - Sports Official 13.30
28690 - Swimming Pool Operator 18.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.89
29020 - Hatch Tender 20.89
29030 - Line Handler 20.89
29041 - Stevedore I 19.64
29042 - Stevedore II 22.16
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 17.11
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.72
30030 - Cartographic Technician 23.72
30040 - Civil Engineering Technician 27.16
30051 - Cryogenic Technician I 25.37
30052 - Cryogenic Technician II 28.02
30061 - Drafter/CAD Operator I 17.11
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.35
30064 - Drafter/CAD Operator IV 26.26
30081 - Engineering Technician I 16.68
30082 - Engineering Technician II 18.72
30083 - Engineering Technician III 20.94
30084 - Engineering Technician IV 25.95
30085 - Engineering Technician V 31.74
30086 - Engineering Technician VI 38.40
30090 - Environmental Technician 23.32
30095 - Evidence Control Specialist 22.91
30210 - Laboratory Technician 20.59
30221 - Latent Fingerprint Technician I 25.37
30222 - Latent Fingerprint Technician II 28.02
30240 - Mathematical Technician 23.32
30361 - Paralegal/Legal Assistant I 19.62
30362 - Paralegal/Legal Assistant II 24.30
30363 - Paralegal/Legal Assistant III 29.72
30364 - Paralegal/Legal Assistant IV 35.97
30375 - Petroleum Supply Specialist 28.02
30390 - Photo-Optics Technician 23.72
30395 - Radiation Control Technician 28.02
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.15
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 26.26
30502 - Weather Forecaster II 31.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.35
30621 - Weather Observer Senior (see 2) 23.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.18
31030 - Bus Driver 19.56

31043 - Driver Courier	15.73
31260 - Parking and Lot Attendant	13.37
31290 - Shuttle Bus Driver	16.89
31310 - Taxi Driver	15.64
31361 - Truckdriver Light	16.89
31362 - Truckdriver Medium	18.04
31363 - Truckdriver Heavy	21.11
31364 - Truckdriver Tractor-Trailer	21.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.22
99050 - Desk Clerk	12.22
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	14.63
99260 - Marketing Analyst	26.75
99310 - Mortician	25.35
99410 - Pest Controller	19.91
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	25.66
99730 - Refuse Collector	21.23
99810 - Sales Clerk	12.98
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	21.37
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
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: 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.: 2015-5659
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: California

Area: California Counties of Sutter Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		29.02
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.36
01042 - Customer Service Representative II		17.28
01043 - Customer Service Representative III		18.85
01051 - Data Entry Operator I		17.88
01052 - Data Entry Operator II		19.50
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		14.25
01112 - General Clerk II		15.55

01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	16.60
01192 - Order Clerk II	18.11
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	23.99
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	19.96
01410 - Supply Technician	29.02
01420 - Survey Worker	19.42
01460 - Switchboard Operator/Receptionist	15.18
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.71
01612 - Word Processor II	16.51
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.09
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.56
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.03
07041 - Cook I	18.04
07042 - Cook II	20.75
07070 - Dishwasher	11.85
07130 - Food Service Worker	12.78
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	12.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.10

09040 - Furniture Handler	16.47
09080 - Furniture Refinisher	26.10
09090 - Furniture Refinisher Helper	19.70
09110 - Furniture Repairer Minor	22.89
09130 - Upholsterer	26.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.58
11060 - Elevator Operator	15.92
11090 - Gardener	21.89
11122 - Housekeeping Aide	15.92
11150 - Janitor	15.92
11210 - Laborer Grounds Maintenance	16.92
11240 - Maid or Houseman	13.70
11260 - Pruner	15.31
11270 - Tractor Operator	20.25
11330 - Trail Maintenance Worker	16.92
11360 - Window Cleaner	17.60
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	34.84
12015 - Certified Physical Therapist Assistant	34.84
12020 - Dental Assistant	19.21
12025 - Dental Hygienist	45.12
12030 - EKG Technician	38.48
12035 - Electroneurodiagnostic Technologist	38.48
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.69
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	17.17
12130 - Medical Laboratory Technician	22.69
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.13
12195 - Medical Transcriptionist	22.69
12210 - Nuclear Medicine Technologist	55.80
12221 - Nursing Assistant I	12.91
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.85
12224 - Nursing Assistant IV	17.79
12235 - Optical Dispenser	25.40
12236 - Optical Technician	22.69
12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	21.53
12305 - Radiologic Technologist	40.49
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		31.45
12320 - Substance Abuse Treatment Counselor		20.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		21.24
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.32
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		25.32
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		42.78
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		35.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.01

15086 - Maintenance Test Pilot Rotary Wing 45.01
15088 - Non-Maintenance Test/Co-Pilot 45.01
15090 - Technical Instructor 28.75
15095 - Technical Instructor/Course Developer 35.24
15110 - Test Proctor 23.74
15120 - Tutor 23.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.68
19040 - Tool And Die Maker 33.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 23.99
21040 - Material Expediter 23.99
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.22
21110 - Shipping Packer 18.14
21130 - Shipping/Receiving Clerk 18.14
21140 - Store Worker I 14.37
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 19.22
21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.75
23019 - Aircraft Logs and Records Technician 24.81
23021 - Aircraft Mechanic I 30.03
23022 - Aircraft Mechanic II 31.75
23023 - Aircraft Mechanic III 33.51
23040 - Aircraft Mechanic Helper 21.36
23050 - Aircraft Painter 28.29
23060 - Aircraft Servicer 24.81
23070 - Aircraft Survival Flight Equipment Technician 28.29
23080 - Aircraft Worker 26.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.03
23110 - Appliance Mechanic 26.68

23120 - Bicycle Repairer	21.76
23125 - Cable Splicer	34.38
23130 - Carpenter Maintenance	26.35
23140 - Carpet Layer	25.05
23160 - Electrician Maintenance	32.98
23181 - Electronics Technician Maintenance I	26.55
23182 - Electronics Technician Maintenance II	28.29
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	23.40
23290 - Fire Alarm System Mechanic	28.31
23310 - Fire Extinguisher Repairer	21.78
23311 - Fuel Distribution System Mechanic	28.31
23312 - Fuel Distribution System Operator	21.76
23370 - General Maintenance Worker	21.01
23380 - Ground Support Equipment Mechanic	30.03
23381 - Ground Support Equipment Servicer	24.81
23382 - Ground Support Equipment Worker	26.55
23391 - Gunsmith I	21.78
23392 - Gunsmith II	25.05
23393 - Gunsmith III	28.33
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.19
23430 - Heavy Equipment Mechanic	31.73
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	30.03
23465 - Laboratory/Shelter Mechanic	26.69
23470 - Laborer	15.13
23510 - Locksmith	26.68
23530 - Machinery Maintenance Mechanic	27.26
23550 - Machinist Maintenance	21.45
23580 - Maintenance Trades Helper	20.14
23591 - Metrology Technician I	30.03
23592 - Metrology Technician II	31.75
23593 - Metrology Technician III	33.51
23640 - Millwright	30.03
23710 - Office Appliance Repairer	26.10
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	33.98
23810 - Plumber Maintenance	32.01
23820 - Pneudraulic Systems Mechanic	28.31
23850 - Rigger	28.33
23870 - Scale Mechanic	25.05
23890 - Sheet-Metal Worker Maintenance	31.56
23910 - Small Engine Mechanic	25.04
23931 - Telecommunications Mechanic I	35.04
23932 - Telecommunications Mechanic II	37.04
23950 - Telephone Lineman	32.83
23960 - Welder Combination Maintenance	22.92

23965 - Well Driller 28.33
23970 - Woodcraft Worker 28.33
23980 - Woodworker 21.76
24000 - Personal Needs Occupations
24550 - Case Manager 26.85
24570 - Child Care Attendant 12.80
24580 - Child Care Center Clerk 15.96
24610 - Chore Aide 12.74
24620 - Family Readiness And Support Services Coordinator 26.85
24630 - Homemaker 26.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.03
25040 - Sewage Plant Operator 31.19
25070 - Stationary Engineer 30.03
25190 - Ventilation Equipment Tender 21.36
25210 - Water Treatment Plant Operator 31.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.91
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 28.25
27010 - Court Security Officer 28.25
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 28.25
27070 - Firefighter 26.51
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 36.17
27132 - Police Officer II 40.20
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.44
28042 - Carnival Equipment Repairer 17.77
28043 - Carnival Worker 12.42
28210 - Gate Attendant/Gate Tender 17.17
28310 - Lifeguard 15.30
28350 - Park Attendant (Aide) 19.22
28510 - Recreation Aide/Health Facility Attendant 14.01
28515 - Recreation Specialist 23.79
28630 - Sports Official 15.30
28690 - Swimming Pool Operator 20.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 33.72
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 19.51
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 19.29
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.32
31030 - Bus Driver 19.92
31043 - Driver Courier 15.99
31260 - Parking and Lot Attendant 12.96
31290 - Shuttle Bus Driver 17.28

31310 - Taxi Driver	16.94
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.98
99050 - Desk Clerk	12.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.72
99252 - Laboratory Animal Caretaker II	14.83
99260 - Marketing Analyst	28.43
99310 - Mortician	25.35
99410 - Pest Controller	21.67
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	13.23
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.32

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 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.: 2015-5660
Revision No.: 11
Date Of Last Revision: 07/20/2020

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: California

Area: California Counties of Sutter Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		29.02
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.36
01042 - Customer Service Representative II		17.28
01043 - Customer Service Representative III		18.85
01051 - Data Entry Operator I		17.88
01052 - Data Entry Operator II		19.50
01060 - Dispatcher Motor Vehicle		22.34
01070 - Document Preparation Clerk		14.72

01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.25
01112 - General Clerk II	15.55
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	16.60
01192 - Order Clerk II	18.11
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	23.99
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	19.96
01410 - Supply Technician	29.02
01420 - Survey Worker	19.42
01460 - Switchboard Operator/Receptionist	15.18
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.71
01612 - Word Processor II	16.51
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.09
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.56
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.03
07041 - Cook I	18.04
07042 - Cook II	20.75
07070 - Dishwasher	11.85
07130 - Food Service Worker	12.78
07210 - Meat Cutter	18.28

07260 - Waiter/Waitress	12.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.10
09040 - Furniture Handler	16.47
09080 - Furniture Refinisher	26.10
09090 - Furniture Refinisher Helper	19.70
09110 - Furniture Repairer Minor	22.89
09130 - Upholsterer	26.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.58
11060 - Elevator Operator	15.92
11090 - Gardener	21.89
11122 - Housekeeping Aide	15.92
11150 - Janitor	15.92
11210 - Laborer Grounds Maintenance	16.92
11240 - Maid or Houseman	13.70
11260 - Pruner	15.31
11270 - Tractor Operator	20.25
11330 - Trail Maintenance Worker	16.92
11360 - Window Cleaner	17.60
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	34.84
12015 - Certified Physical Therapist Assistant	34.84
12020 - Dental Assistant	19.21
12025 - Dental Hygienist	45.12
12030 - EKG Technician	38.48
12035 - Electroneurodiagnostic Technologist	38.48
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.69
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	17.17
12130 - Medical Laboratory Technician	22.69
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.13
12195 - Medical Transcriptionist	22.69
12210 - Nuclear Medicine Technologist	55.80
12221 - Nursing Assistant I	12.91
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.85
12224 - Nursing Assistant IV	17.79
12235 - Optical Dispenser	25.40
12236 - Optical Technician	22.69
12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	21.53
12305 - Radiologic Technologist	40.49
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		31.45
12320 - Substance Abuse Treatment Counselor		20.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		21.24
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.32
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		25.32
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		42.78

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 35.24
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.01
15086 - Maintenance Test Pilot Rotary Wing 45.01
15088 - Non-Maintenance Test/Co-Pilot 45.01
15090 - Technical Instructor 28.75
15095 - Technical Instructor/Course Developer 35.24
15110 - Test Proctor 23.74
15120 - Tutor 23.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.68
19040 - Tool And Die Maker 33.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 23.99
21040 - Material Expediter 23.99
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.22
21110 - Shipping Packer 18.14
21130 - Shipping/Receiving Clerk 18.14
21140 - Store Worker I 14.37
21150 - Stock Clerk 19.58
21210 - Tools And Parts Attendant 19.22
21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.75
23019 - Aircraft Logs and Records Technician 24.81
23021 - Aircraft Mechanic I 30.03
23022 - Aircraft Mechanic II 31.75
23023 - Aircraft Mechanic III 33.51
23040 - Aircraft Mechanic Helper 21.36
23050 - Aircraft Painter 28.29
23060 - Aircraft Servicer 24.81
23070 - Aircraft Survival Flight Equipment Technician 28.29
23080 - Aircraft Worker 26.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.55

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.03
II
23110 - Appliance Mechanic 26.68
23120 - Bicycle Repairer 21.76
23125 - Cable Splicer 34.38
23130 - Carpenter Maintenance 26.35
23140 - Carpet Layer 25.05
23160 - Electrician Maintenance 32.98
23181 - Electronics Technician Maintenance I 26.55
23182 - Electronics Technician Maintenance II 28.29
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 23.40
23290 - Fire Alarm System Mechanic 28.31
23310 - Fire Extinguisher Repairer 21.78
23311 - Fuel Distribution System Mechanic 28.31
23312 - Fuel Distribution System Operator 21.76
23370 - General Maintenance Worker 21.01
23380 - Ground Support Equipment Mechanic 30.03
23381 - Ground Support Equipment Servicer 24.81
23382 - Ground Support Equipment Worker 26.55
23391 - Gunsmith I 21.78
23392 - Gunsmith II 25.05
23393 - Gunsmith III 28.33
23410 - Heating Ventilation And Air-Conditioning 23.83
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.19
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.73
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 30.03
23465 - Laboratory/Shelter Mechanic 26.69
23470 - Laborer 15.13
23510 - Locksmith 26.68
23530 - Machinery Maintenance Mechanic 27.26
23550 - Machinist Maintenance 21.45
23580 - Maintenance Trades Helper 20.14
23591 - Metrology Technician I 30.03
23592 - Metrology Technician II 31.75
23593 - Metrology Technician III 33.51
23640 - Millwright 30.03
23710 - Office Appliance Repairer 26.10
23760 - Painter Maintenance 21.23
23790 - Pipefitter Maintenance 33.98
23810 - Plumber Maintenance 32.01
23820 - Pneudraulic Systems Mechanic 28.31
23850 - Rigger 28.33
23870 - Scale Mechanic 25.05
23890 - Sheet-Metal Worker Maintenance 31.56
23910 - Small Engine Mechanic 25.04
23931 - Telecommunications Mechanic I 35.04

23932 - Telecommunications Mechanic II 37.04
23950 - Telephone Lineman 32.83
23960 - Welder Combination Maintenance 22.92
23965 - Well Driller 28.33
23970 - Woodcraft Worker 28.33
23980 - Woodworker 21.76
24000 - Personal Needs Occupations
24550 - Case Manager 26.85
24570 - Child Care Attendant 12.80
24580 - Child Care Center Clerk 15.96
24610 - Chore Aide 12.74
24620 - Family Readiness And Support Services Coordinator 26.85
24630 - Homemaker 26.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.03
25040 - Sewage Plant Operator 31.19
25070 - Stationary Engineer 30.03
25190 - Ventilation Equipment Tender 21.36
25210 - Water Treatment Plant Operator 31.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.91
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 28.25
27010 - Court Security Officer 28.25
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 28.25
27070 - Firefighter 26.51
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 36.17
27132 - Police Officer II 40.20
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.44
28042 - Carnival Equipment Repairer 17.77
28043 - Carnival Worker 12.42
28210 - Gate Attendant/Gate Tender 17.17
28310 - Lifeguard 15.30
28350 - Park Attendant (Aide) 19.22
28510 - Recreation Aide/Health Facility Attendant 14.01
28515 - Recreation Specialist 23.79
28630 - Sports Official 15.30
28690 - Swimming Pool Operator 20.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 33.72
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 19.51
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 19.29
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.32
31030 - Bus Driver 19.92

31043 - Driver Courier	15.99
31260 - Parking and Lot Attendant	12.96
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	16.94
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.98
99050 - Desk Clerk	12.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.72
99252 - Laboratory Animal Caretaker II	14.83
99260 - Marketing Analyst	28.43
99310 - Mortician	25.35
99410 - Pest Controller	21.67
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	13.23
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.32

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 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.: 2015-5661
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: California

Area: California County of Mariposa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		28.76
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		16.08
01042 - Customer Service Representative II		18.08
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		23.40
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		14.68
01112 - General Clerk II		16.02

01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	11.27
01191 - Order Clerk I	12.67
01192 - Order Clerk II	13.59
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.04
01290 - Rental Clerk	14.53
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	13.93
01612 - Word Processor II	15.64
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.09
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	18.95
05070 - Automotive Worker	18.95
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.10
05160 - Motor Equipment Metal Worker	18.95
05190 - Motor Vehicle Mechanic	21.10
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	17.87
05280 - Motor Vehicle Wrecker	18.95
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.95
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.32
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	12.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.42

09040 - Furniture Handler	18.84
09080 - Furniture Refinisher	23.42
09090 - Furniture Refinisher Helper	20.54
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	23.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	14.58
11090 - Gardener	19.67
11122 - Housekeeping Aide	14.58
11150 - Janitor	14.58
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	12.52
11260 - Pruner	15.07
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	22.12
12011 - Breath Alcohol Technician	27.15
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	37.25
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	41.14
12035 - Electroneurodiagnostic Technologist	41.14
12040 - Emergency Medical Technician	22.12
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.44
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	59.66
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	20.18
12236 - Optical Technician	24.26
12250 - Pharmacy Technician	20.01
12280 - Phlebotomist	20.03
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II Specialist	36.40
12314 - Registered Nurse III	49.68
12315 - Registered Nurse III Anesthetist	49.68

12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.85
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.03
13041 - Illustrator I		21.85
13042 - Illustrator II		25.37
13043 - Illustrator III		31.03
13047 - Librarian		29.97
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		27.06
13058 - Library Technician		18.68
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.85
13063 - Media Specialist III		24.35
13071 - Photographer I		17.75
13072 - Photographer II		20.20
13073 - Photographer III		22.39
13074 - Photographer IV		28.02
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		22.53
13110 - Video Teleconference Technician		19.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.90
14042 - Computer Operator II		19.03
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.39
14045 - Computer Operator V		27.07
14071 - Computer Programmer I	(see 1)	18.30
14072 - Computer Programmer II	(see 1)	22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.90
14160 - Personal Computer Support Technician		24.39
14170 - System Support Specialist		27.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		45.29
15070 - Flight Instructor (Pilot)		44.23
15080 - Graphic Artist		27.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.55
15120 - Tutor 18.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.25
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.11
21030 - Material Coordinator 22.10
21040 - Material Expediter 22.10
21050 - Material Handling Laborer 14.77
21071 - Order Filler 13.12
21080 - Production Line Worker (Food Processing) 18.11
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 18.11
21410 - Warehouse Specialist 18.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.51
23019 - Aircraft Logs and Records Technician 25.89
23021 - Aircraft Mechanic I 30.83
23022 - Aircraft Mechanic II 32.51
23023 - Aircraft Mechanic III 34.19
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 29.25
23060 - Aircraft Servicer 25.89
23070 - Aircraft Survival Flight Equipment Technician 29.25
23080 - Aircraft Worker 27.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.83
23110 - Appliance Mechanic 29.25

23120 - Bicycle Repairer	19.03
23125 - Cable Splicer	30.83
23130 - Carpenter Maintenance	27.10
23140 - Carpet Layer	27.58
23160 - Electrician Maintenance	34.17
23181 - Electronics Technician Maintenance I	27.58
23182 - Electronics Technician Maintenance II	29.25
23183 - Electronics Technician Maintenance III	30.83
23260 - Fabric Worker	25.89
23290 - Fire Alarm System Mechanic	30.83
23310 - Fire Extinguisher Repairer	24.23
23311 - Fuel Distribution System Mechanic	31.49
23312 - Fuel Distribution System Operator	24.23
23370 - General Maintenance Worker	19.19
23380 - Ground Support Equipment Mechanic	30.83
23381 - Ground Support Equipment Servicer	25.89
23382 - Ground Support Equipment Worker	27.58
23391 - Gunsmith I	24.23
23392 - Gunsmith II	27.58
23393 - Gunsmith III	30.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	30.83
23465 - Laboratory/Shelter Mechanic	29.25
23470 - Laborer	14.77
23510 - Locksmith	29.25
23530 - Machinery Maintenance Mechanic	30.16
23550 - Machinist Maintenance	22.32
23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	30.83
23592 - Metrology Technician II	32.51
23593 - Metrology Technician III	34.19
23640 - Millwright	30.83
23710 - Office Appliance Repairer	28.62
23760 - Painter Maintenance	23.85
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	30.83
23850 - Rigger	30.83
23870 - Scale Mechanic	27.58
23890 - Sheet-Metal Worker Maintenance	30.83
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic I	28.38
23932 - Telecommunications Mechanic II	29.83
23950 - Telephone Lineman	31.93
23960 - Welder Combination Maintenance	22.41

23965 - Well Driller 28.03
23970 - Woodcraft Worker 30.83
23980 - Woodworker 23.71
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 13.46
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.38
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.48
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.57
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 37.92
27010 - Court Security Officer 31.98
27030 - Detection Dog Handler 17.67
27040 - Detention Officer 37.92
27070 - Firefighter 25.39
27101 - Guard I 15.79
27102 - Guard II 17.67
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.44
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.15
28210 - Gate Attendant/Gate Tender 18.28
28310 - Lifeguard 15.74
28350 - Park Attendant (Aide) 20.45
28510 - Recreation Aide/Health Facility Attendant 14.92
28515 - Recreation Specialist 25.32
28630 - Sports Official 16.28
28690 - Swimming Pool Operator 18.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.58
29020 - Hatch Tender 27.58
29030 - Line Handler 27.58
29041 - Stevedore I 25.89
29042 - Stevedore II 29.25
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 18.32
30022 - Archeological Technician II 20.09
30023 - Archeological Technician III 25.39
30030 - Cartographic Technician 25.39
30040 - Civil Engineering Technician 25.83
30051 - Cryogenic Technician I 24.77
30052 - Cryogenic Technician II 27.35
30061 - Drafter/CAD Operator I 18.32
30062 - Drafter/CAD Operator II 20.09
30063 - Drafter/CAD Operator III 22.85
30064 - Drafter/CAD Operator IV 28.11
30081 - Engineering Technician I 16.43
30082 - Engineering Technician II 18.45
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 24.86
30085 - Engineering Technician V 30.40
30086 - Engineering Technician VI 36.78
30090 - Environmental Technician 30.12
30095 - Evidence Control Specialist 22.36
30210 - Laboratory Technician 20.12
30221 - Latent Fingerprint Technician I 24.77
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 25.39
30361 - Paralegal/Legal Assistant I 20.02
30362 - Paralegal/Legal Assistant II 24.79
30363 - Paralegal/Legal Assistant III 30.33
30364 - Paralegal/Legal Assistant IV 36.69
30375 - Petroleum Supply Specialist 27.35
30390 - Photo-Optics Technician 25.39
30395 - Radiation Control Technician 27.35
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 24.77
30502 - Weather Forecaster II 30.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.85
30621 - Weather Observer Senior (see 2) 25.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 19.54
31043 - Driver Courier 15.32
31260 - Parking and Lot Attendant 13.81
31290 - Shuttle Bus Driver 17.15

31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.15
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.55
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.61
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	25.24
99310 - Mortician	26.70
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.22
99711 - Recycling Specialist	23.71
99730 - Refuse Collector	19.02
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	32.23
99831 - Surveying Aide	21.43
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	17.31
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer Helper	18.01

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.: 2015-5662
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Mariposa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		28.76
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		16.08
01042 - Customer Service Representative II		18.08
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		23.40
01070 - Document Preparation Clerk		13.83

01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	14.68
01112 - General Clerk II	16.02
01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	11.27
01191 - Order Clerk I	12.67
01192 - Order Clerk II	13.59
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.04
01290 - Rental Clerk	14.53
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	13.93
01612 - Word Processor II	15.64
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.09
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	18.95
05070 - Automotive Worker	18.95
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.10
05160 - Motor Equipment Metal Worker	18.95
05190 - Motor Vehicle Mechanic	21.10
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	17.87
05280 - Motor Vehicle Wrecker	18.95
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.95
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.32
07210 - Meat Cutter	16.42

07260 - Waiter/Waitress	12.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.42
09040 - Furniture Handler	18.84
09080 - Furniture Refinisher	23.42
09090 - Furniture Refinisher Helper	20.54
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	23.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	14.58
11090 - Gardener	19.67
11122 - Housekeeping Aide	14.58
11150 - Janitor	14.58
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	12.52
11260 - Pruner	15.07
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	22.12
12011 - Breath Alcohol Technician	27.15
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	37.25
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	41.14
12035 - Electroneurodiagnostic Technologist	41.14
12040 - Emergency Medical Technician	22.12
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.44
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	59.66
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	20.18
12236 - Optical Technician	24.26
12250 - Pharmacy Technician	20.01
12280 - Phlebotomist	20.03
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40

12313 - Registered Nurse II Specialist		36.40
12314 - Registered Nurse III		49.68
12315 - Registered Nurse III Anesthetist		49.68
12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.85
13012 - Exhibits Specialist II		25.37
13013 - Exhibits Specialist III		31.03
13041 - Illustrator I		21.85
13042 - Illustrator II		25.37
13043 - Illustrator III		31.03
13047 - Librarian		29.97
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		27.06
13058 - Library Technician		18.68
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.85
13063 - Media Specialist III		24.35
13071 - Photographer I		17.75
13072 - Photographer II		20.20
13073 - Photographer III		22.39
13074 - Photographer IV		28.02
13075 - Photographer V		33.89
13090 - Technical Order Library Clerk		22.53
13110 - Video Teleconference Technician		19.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.90
14042 - Computer Operator II		19.03
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.39
14045 - Computer Operator V		27.07
14071 - Computer Programmer I	(see 1)	18.30
14072 - Computer Programmer II	(see 1)	22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.90
14160 - Personal Computer Support Technician		24.39
14170 - System Support Specialist		27.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		45.29

15070 - Flight Instructor (Pilot) 44.23
15080 - Graphic Artist 27.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 22.62
15095 - Technical Instructor/Course Developer 27.69
15110 - Test Proctor 18.55
15120 - Tutor 18.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.25
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.11
21030 - Material Coordinator 22.10
21040 - Material Expediter 22.10
21050 - Material Handling Laborer 14.77
21071 - Order Filler 13.12
21080 - Production Line Worker (Food Processing) 18.11
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 18.11
21410 - Warehouse Specialist 18.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.51
23019 - Aircraft Logs and Records Technician 25.89
23021 - Aircraft Mechanic I 30.83
23022 - Aircraft Mechanic II 32.51
23023 - Aircraft Mechanic III 34.19
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 29.25
23060 - Aircraft Servicer 25.89
23070 - Aircraft Survival Flight Equipment Technician 29.25
23080 - Aircraft Worker 27.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.58

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.83
23110 - Appliance Mechanic 29.25
23120 - Bicycle Repairer 19.03
23125 - Cable Splicer 30.83
23130 - Carpenter Maintenance 27.10
23140 - Carpet Layer 27.58
23160 - Electrician Maintenance 34.17
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.25
23183 - Electronics Technician Maintenance III 30.83
23260 - Fabric Worker 25.89
23290 - Fire Alarm System Mechanic 30.83
23310 - Fire Extinguisher Repairer 24.23
23311 - Fuel Distribution System Mechanic 31.49
23312 - Fuel Distribution System Operator 24.23
23370 - General Maintenance Worker 19.19
23380 - Ground Support Equipment Mechanic 30.83
23381 - Ground Support Equipment Servicer 25.89
23382 - Ground Support Equipment Worker 27.58
23391 - Gunsmith I 24.23
23392 - Gunsmith II 27.58
23393 - Gunsmith III 30.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.71
23430 - Heavy Equipment Mechanic 26.91
23440 - Heavy Equipment Operator 28.33
23460 - Instrument Mechanic 30.83
23465 - Laboratory/Shelter Mechanic 29.25
23470 - Laborer 14.77
23510 - Locksmith 29.25
23530 - Machinery Maintenance Mechanic 30.16
23550 - Machinist Maintenance 22.32
23580 - Maintenance Trades Helper 14.25
23591 - Metrology Technician I 30.83
23592 - Metrology Technician II 32.51
23593 - Metrology Technician III 34.19
23640 - Millwright 30.83
23710 - Office Appliance Repairer 28.62
23760 - Painter Maintenance 23.85
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 30.83
23850 - Rigger 30.83
23870 - Scale Mechanic 27.58
23890 - Sheet-Metal Worker Maintenance 30.83
23910 - Small Engine Mechanic 27.58
23931 - Telecommunications Mechanic I 28.38

23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 31.93
23960 - Welder Combination Maintenance 22.41
23965 - Well Driller 28.03
23970 - Woodcraft Worker 30.83
23980 - Woodworker 23.71
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 13.46
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.38
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.48
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.57
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 37.92
27010 - Court Security Officer 31.98
27030 - Detection Dog Handler 17.67
27040 - Detention Officer 37.92
27070 - Firefighter 25.39
27101 - Guard I 15.79
27102 - Guard II 17.67
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.44
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.15
28210 - Gate Attendant/Gate Tender 18.28
28310 - Lifeguard 15.74
28350 - Park Attendant (Aide) 20.45
28510 - Recreation Aide/Health Facility Attendant 14.92
28515 - Recreation Specialist 25.32
28630 - Sports Official 16.28
28690 - Swimming Pool Operator 18.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.58
29020 - Hatch Tender 27.58
29030 - Line Handler 27.58
29041 - Stevedore I 25.89
29042 - Stevedore II 29.25
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 18.32
30022 - Archeological Technician II 20.09
30023 - Archeological Technician III 25.39
30030 - Cartographic Technician 25.39
30040 - Civil Engineering Technician 25.83
30051 - Cryogenic Technician I 24.77
30052 - Cryogenic Technician II 27.35
30061 - Drafter/CAD Operator I 18.32
30062 - Drafter/CAD Operator II 20.09
30063 - Drafter/CAD Operator III 22.85
30064 - Drafter/CAD Operator IV 28.11
30081 - Engineering Technician I 16.43
30082 - Engineering Technician II 18.45
30083 - Engineering Technician III 20.69
30084 - Engineering Technician IV 24.86
30085 - Engineering Technician V 30.40
30086 - Engineering Technician VI 36.78
30090 - Environmental Technician 30.12
30095 - Evidence Control Specialist 22.36
30210 - Laboratory Technician 20.12
30221 - Latent Fingerprint Technician I 24.77
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 25.39
30361 - Paralegal/Legal Assistant I 20.02
30362 - Paralegal/Legal Assistant II 24.79
30363 - Paralegal/Legal Assistant III 30.33
30364 - Paralegal/Legal Assistant IV 36.69
30375 - Petroleum Supply Specialist 27.35
30390 - Photo-Optics Technician 25.39
30395 - Radiation Control Technician 27.35
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 24.77
30502 - Weather Forecaster II 30.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.85
30621 - Weather Observer Senior (see 2) 25.39
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 19.54

31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.15
31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.15
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.55
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.61
99252 - Laboratory Animal Caretaker II	15.55
99260 - Marketing Analyst	25.24
99310 - Mortician	26.70
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.22
99711 - Recycling Specialist	23.71
99730 - Refuse Collector	19.02
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	32.23
99831 - Surveying Aide	21.43
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	17.31
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer Helper	18.01

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

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.: 2015-5663
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: California

Area: California County of Amador

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		28.76
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		16.08
01042 - Customer Service Representative II		18.08
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		24.34
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		14.68
01112 - General Clerk II		16.02

01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	22.10
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.65
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.10
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.43
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.32
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.94

09040 - Furniture Handler	18.84
09080 - Furniture Refinisher	26.94
09090 - Furniture Refinisher Helper	22.10
09110 - Furniture Repairer Minor	25.32
09130 - Upholsterer	26.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	14.83
11090 - Gardener	20.84
11122 - Housekeeping Aide	14.83
11150 - Janitor	14.83
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	12.52
11260 - Pruner	15.07
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.26
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	27.15
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	37.25
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	41.14
12035 - Electroneurodiagnostic Technologist	41.14
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.44
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	59.66
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	20.18
12236 - Optical Technician	24.26
12250 - Pharmacy Technician	20.01
12280 - Phlebotomist	21.10
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		18.68
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		19.52
13072 - Photographer II		21.85
13073 - Photographer III		27.06
13074 - Photographer IV		33.56
13075 - Photographer V		40.05
13090 - Technical Order Library Clerk		22.53
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.76
14042 - Computer Operator II		19.87
14043 - Computer Operator III		22.15
14044 - Computer Operator IV		24.61
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.76
14160 - Personal Computer Support Technician		24.62
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		45.29
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.60
15095 - Technical Instructor/Course Developer 26.48
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.25
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.57
21030 - Material Coordinator 22.17
21040 - Material Expediter 22.17
21050 - Material Handling Laborer 16.60
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 20.57
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 20.57
21410 - Warehouse Specialist 20.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.81
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 31.21
23022 - Aircraft Mechanic II 32.81
23023 - Aircraft Mechanic III 34.37
23040 - Aircraft Mechanic Helper 23.18
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 28.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.21
23110 - Appliance Mechanic 29.25

23120 - Bicycle Repairer	23.71
23125 - Cable Splicer	37.82
23130 - Carpenter Maintenance	27.12
23140 - Carpet Layer	27.58
23160 - Electrician Maintenance	34.17
23181 - Electronics Technician Maintenance I	28.03
23182 - Electronics Technician Maintenance II	29.63
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	25.89
23290 - Fire Alarm System Mechanic	30.83
23310 - Fire Extinguisher Repairer	24.23
23311 - Fuel Distribution System Mechanic	30.83
23312 - Fuel Distribution System Operator	24.23
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	31.21
23381 - Ground Support Equipment Servicer	26.44
23382 - Ground Support Equipment Worker	28.03
23391 - Gunsmith I	24.23
23392 - Gunsmith II	27.58
23393 - Gunsmith III	30.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.83
23430 - Heavy Equipment Mechanic	27.57
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	31.21
23465 - Laboratory/Shelter Mechanic	29.25
23470 - Laborer	16.60
23510 - Locksmith	29.25
23530 - Machinery Maintenance Mechanic	31.66
23550 - Machinist Maintenance	23.10
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	31.21
23592 - Metrology Technician II	32.81
23593 - Metrology Technician III	34.37
23640 - Millwright	31.21
23710 - Office Appliance Repairer	29.25
23760 - Painter Maintenance	26.94
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	30.83
23850 - Rigger	30.83
23870 - Scale Mechanic	27.58
23890 - Sheet-Metal Worker Maintenance	31.21
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic I	28.38
23932 - Telecommunications Mechanic II	29.83
23950 - Telephone Lineman	30.83
23960 - Welder Combination Maintenance	25.48

23965 - Well Driller	28.03
23970 - Woodcraft Worker	30.83
23980 - Woodworker	24.23
24000 - Personal Needs Occupations	
24550 - Case Manager	20.70
24570 - Child Care Attendant	13.46
24580 - Child Care Center Clerk	16.79
24610 - Chore Aide	12.38
24620 - Family Readiness And Support Services Coordinator	20.70
24630 - Homemaker	20.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.21
25040 - Sewage Plant Operator	29.48
25070 - Stationary Engineer	31.21
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	29.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.73
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	39.36
27010 - Court Security Officer	31.98
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	39.36
27070 - Firefighter	24.44
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.44
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	12.15
28210 - Gate Attendant/Gate Tender	18.28
28310 - Lifeguard	15.70
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	14.92
28515 - Recreation Specialist	25.32
28630 - Sports Official	16.28
28690 - Swimming Pool Operator	18.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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		28.16
30030 - Cartographic Technician		28.16
30040 - Civil Engineering Technician		27.13
30051 - Cryogenic Technician I		24.77
30052 - Cryogenic Technician II		27.35
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.34
30064 - Drafter/CAD Operator IV		31.19
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.20
30086 - Engineering Technician VI		38.82
30090 - Environmental Technician		30.93
30095 - Evidence Control Specialist		22.36
30210 - Laboratory Technician		21.46
30221 - Latent Fingerprint Technician I		24.77
30222 - Latent Fingerprint Technician II		27.35
30240 - Mathematical Technician		28.16
30361 - Paralegal/Legal Assistant I		20.02
30362 - Paralegal/Legal Assistant II		24.85
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.76
30375 - Petroleum Supply Specialist		27.35
30390 - Photo-Optics Technician		28.16
30395 - Radiation Control Technician		27.35
30461 - Technical Writer I		25.56
30462 - Technical Writer II		31.27
30463 - Technical Writer III		37.83
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		24.77
30502 - Weather Forecaster II		30.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.34
30621 - Weather Observer Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.75
31030 - Bus Driver		19.54
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		13.81
31290 - Shuttle Bus Driver		17.55

31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	25.24
99310 - Mortician	25.35
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	25.31
99711 - Recycling Specialist	29.40
99730 - Refuse Collector	23.14
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	39.31
99831 - Surveying Aide	21.35
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5664
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Amador

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		28.76
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		16.08
01042 - Customer Service Representative II		18.08
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		24.34
01070 - Document Preparation Clerk		14.72

01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.68
01112 - General Clerk II	16.02
01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	22.10
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.65
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.10
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.43
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.32
07210 - Meat Cutter	18.28

07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.94
09040 - Furniture Handler	18.84
09080 - Furniture Refinisher	26.94
09090 - Furniture Refinisher Helper	22.10
09110 - Furniture Repairer Minor	25.32
09130 - Upholsterer	26.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	14.83
11090 - Gardener	20.84
11122 - Housekeeping Aide	14.83
11150 - Janitor	14.83
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	12.52
11260 - Pruner	15.07
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.26
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	27.15
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	37.25
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	41.14
12035 - Electroneurodiagnostic Technologist	41.14
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.44
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	59.66
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	20.18
12236 - Optical Technician	24.26
12250 - Pharmacy Technician	20.01
12280 - Phlebotomist	21.10
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		18.68
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		19.52
13072 - Photographer II		21.85
13073 - Photographer III		27.06
13074 - Photographer IV		33.56
13075 - Photographer V		40.05
13090 - Technical Order Library Clerk		22.53
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.76
14042 - Computer Operator II		19.87
14043 - Computer Operator III		22.15
14044 - Computer Operator IV		24.61
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.76
14160 - Personal Computer Support Technician		24.62
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		45.29

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.60
15095 - Technical Instructor/Course Developer 26.48
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.25
19040 - Tool And Die Maker 35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.57
21030 - Material Coordinator 22.17
21040 - Material Expediter 22.17
21050 - Material Handling Laborer 16.60
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 20.57
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 20.57
21410 - Warehouse Specialist 20.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.81
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 31.21
23022 - Aircraft Mechanic II 32.81
23023 - Aircraft Mechanic III 34.37
23040 - Aircraft Mechanic Helper 23.18
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 28.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.21
23110 - Appliance Mechanic 29.25
23120 - Bicycle Repairer 23.71
23125 - Cable Splicer 37.82
23130 - Carpenter Maintenance 27.12
23140 - Carpet Layer 27.58
23160 - Electrician Maintenance 34.17
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 25.89
23290 - Fire Alarm System Mechanic 30.83
23310 - Fire Extinguisher Repairer 24.23
23311 - Fuel Distribution System Mechanic 30.83
23312 - Fuel Distribution System Operator 24.23
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 31.21
23381 - Ground Support Equipment Servicer 26.44
23382 - Ground Support Equipment Worker 28.03
23391 - Gunsmith I 24.23
23392 - Gunsmith II 27.58
23393 - Gunsmith III 30.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.83
23430 - Heavy Equipment Mechanic 27.57
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 31.21
23465 - Laboratory/Shelter Mechanic 29.25
23470 - Laborer 16.60
23510 - Locksmith 29.25
23530 - Machinery Maintenance Mechanic 31.66
23550 - Machinist Maintenance 23.10
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 31.21
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.37
23640 - Millwright 31.21
23710 - Office Appliance Repairer 29.25
23760 - Painter Maintenance 26.94
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 30.83
23850 - Rigger 30.83
23870 - Scale Mechanic 27.58
23890 - Sheet-Metal Worker Maintenance 31.21
23910 - Small Engine Mechanic 27.58
23931 - Telecommunications Mechanic I 28.38

23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 30.83
23960 - Welder Combination Maintenance 25.48
23965 - Well Driller 28.03
23970 - Woodcraft Worker 30.83
23980 - Woodworker 24.23
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 13.46
24580 - Child Care Center Clerk 16.79
24610 - Chore Aide 12.38
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.48
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.73
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 39.36
27010 - Court Security Officer 31.98
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 39.36
27070 - Firefighter 24.44
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.44
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.15
28210 - Gate Attendant/Gate Tender 18.28
28310 - Lifeguard 15.70
28350 - Park Attendant (Aide) 20.45
28510 - Recreation Aide/Health Facility Attendant 14.92
28515 - Recreation Specialist 25.32
28630 - Sports Official 16.28
28690 - Swimming Pool Operator 18.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 27.13
30051 - Cryogenic Technician I 24.77
30052 - Cryogenic Technician II 27.35
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 30.93
30095 - Evidence Control Specialist 22.36
30210 - Laboratory Technician 21.46
30221 - Latent Fingerprint Technician I 24.77
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 20.02
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 27.35
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 27.35
30461 - Technical Writer I 25.56
30462 - Technical Writer II 31.27
30463 - Technical Writer III 37.83
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 24.77
30502 - Weather Forecaster II 30.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 19.54

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.55
31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	25.24
99310 - Mortician	25.35
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	25.31
99711 - Recycling Specialist	29.40
99730 - Refuse Collector	23.14
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	39.31
99831 - Surveying Aide	21.35
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5665
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: California

Area: California Counties of Calaveras Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		28.76
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		16.08
01042 - Customer Service Representative II		18.08
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher Motor Vehicle		24.34
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		14.68
01112 - General Clerk II		16.02

01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.75
01192 - Order Clerk II	14.95
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	13.93
01300 - Scheduler Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.09
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	21.10
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	21.10
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.87
05280 - Motor Vehicle Wrecker	18.95
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.95
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.43
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.32
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.90

09040 - Furniture Handler	18.87
09080 - Furniture Refinisher	23.90
09090 - Furniture Refinisher Helper	22.10
09110 - Furniture Repairer Minor	24.35
09130 - Upholsterer	23.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	14.66
11090 - Gardener	20.84
11122 - Housekeeping Aide	14.66
11150 - Janitor	14.66
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	12.52
11260 - Pruner	15.07
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.04
12000 - Health Occupations	
12010 - Ambulance Driver	19.72
12011 - Breath Alcohol Technician	26.47
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	37.25
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	41.14
12035 - Electroneurodiagnostic Technologist	41.14
12040 - Emergency Medical Technician	19.72
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.44
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	59.66
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	20.18
12236 - Optical Technician	24.00
12250 - Pharmacy Technician	20.01
12280 - Phlebotomist	20.03
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II Specialist	36.21
12314 - Registered Nurse III	48.18
12315 - Registered Nurse III Anesthetist	48.18

12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.15
13012 - Exhibits Specialist II		29.54
13013 - Exhibits Specialist III		36.13
13041 - Illustrator I		23.16
13042 - Illustrator II		29.54
13043 - Illustrator III		36.13
13047 - Librarian		32.70
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		29.54
13058 - Library Technician		18.68
13061 - Media Specialist I		17.92
13062 - Media Specialist II		20.05
13063 - Media Specialist III		22.35
13071 - Photographer I		16.50
13072 - Photographer II		18.19
13073 - Photographer III		22.67
13074 - Photographer IV		27.72
13075 - Photographer V		33.54
13090 - Technical Order Library Clerk		22.53
13110 - Video Teleconference Technician		19.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.08
14042 - Computer Operator II		19.39
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.80
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
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		17.08
14160 - Personal Computer Support Technician		24.19
14170 - System Support Specialist		26.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		44.40
15070 - Flight Instructor (Pilot)		44.23
15080 - Graphic Artist		24.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.23
15095 - Technical Instructor/Course Developer 25.97
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.25
19040 - Tool And Die Maker 34.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.18
21030 - Material Coordinator 22.10
21040 - Material Expediter 22.10
21050 - Material Handling Laborer 16.60
21071 - Order Filler 13.12
21080 - Production Line Worker (Food Processing) 19.18
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 19.18
21410 - Warehouse Specialist 19.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.51
23019 - Aircraft Logs and Records Technician 25.89
23021 - Aircraft Mechanic I 30.83
23022 - Aircraft Mechanic II 32.51
23023 - Aircraft Mechanic III 33.98
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 29.25
23060 - Aircraft Servicer 25.89
23070 - Aircraft Survival Flight Equipment Technician 29.25
23080 - Aircraft Worker 27.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.83
23110 - Appliance Mechanic 29.25

23120 - Bicycle Repairer 22.75
23125 - Cable Splicer 30.83
23130 - Carpenter Maintenance 27.12
23140 - Carpet Layer 26.98
23160 - Electrician Maintenance 34.17
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.21
23260 - Fabric Worker 25.89
23290 - Fire Alarm System Mechanic 30.15
23310 - Fire Extinguisher Repairer 24.23
23311 - Fuel Distribution System Mechanic 30.83
23312 - Fuel Distribution System Operator 24.23
23370 - General Maintenance Worker 19.19
23380 - Ground Support Equipment Mechanic 30.83
23381 - Ground Support Equipment Servicer 25.89
23382 - Ground Support Equipment Worker 27.58
23391 - Gunsmith I 24.23
23392 - Gunsmith II 27.58
23393 - Gunsmith III 30.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.83
23430 - Heavy Equipment Mechanic 27.57
23440 - Heavy Equipment Operator 30.51
23460 - Instrument Mechanic 30.83
23465 - Laboratory/Shelter Mechanic 29.25
23470 - Laborer 16.60
23510 - Locksmith 29.25
23530 - Machinery Maintenance Mechanic 30.16
23550 - Machinist Maintenance 22.87
23580 - Maintenance Trades Helper 15.49
23591 - Metrology Technician I 30.83
23592 - Metrology Technician II 32.51
23593 - Metrology Technician III 34.19
23640 - Millwright 30.83
23710 - Office Appliance Repairer 29.25
23760 - Painter Maintenance 26.18
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 30.83
23850 - Rigger 30.83
23870 - Scale Mechanic 27.58
23890 - Sheet-Metal Worker Maintenance 30.83
23910 - Small Engine Mechanic 27.58
23931 - Telecommunications Mechanic I 28.38
23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 32.77
23960 - Welder Combination Maintenance 22.64

23965 - Well Driller	28.03
23970 - Woodcraft Worker	30.83
23980 - Woodworker	23.71
24000 - Personal Needs Occupations	
24550 - Case Manager	20.70
24570 - Child Care Attendant	13.46
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	12.38
24620 - Family Readiness And Support Services Coordinator	20.70
24630 - Homemaker	20.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.21
25040 - Sewage Plant Operator	29.48
25070 - Stationary Engineer	31.21
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	29.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.73
27007 - Baggage Inspector	15.79
27008 - Corrections Officer	39.36
27010 - Court Security Officer	31.98
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	39.36
27070 - Firefighter	24.77
27101 - Guard I	15.79
27102 - Guard II	18.61
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.44
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	12.15
28210 - Gate Attendant/Gate Tender	18.12
28310 - Lifeguard	15.16
28350 - Park Attendant (Aide)	20.28
28510 - Recreation Aide/Health Facility Attendant	14.80
28515 - Recreation Specialist	25.12
28630 - Sports Official	16.15
28690 - Swimming Pool Operator	18.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.03
29020 - Hatch Tender	28.03
29030 - Line Handler	28.03
29041 - Stevedore I	26.44
29042 - Stevedore II	29.60
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		19.89
30022 - Archeological Technician II		22.25
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		26.27
30051 - Cryogenic Technician I		24.77
30052 - Cryogenic Technician II		27.35
30061 - Drafter/CAD Operator I		19.89
30062 - Drafter/CAD Operator II		22.25
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		16.43
30082 - Engineering Technician II		18.45
30083 - Engineering Technician III		20.64
30084 - Engineering Technician IV		25.56
30085 - Engineering Technician V		31.27
30086 - Engineering Technician VI		37.83
30090 - Environmental Technician		29.81
30095 - Evidence Control Specialist		22.36
30210 - Laboratory Technician		24.82
30221 - Latent Fingerprint Technician I		24.77
30222 - Latent Fingerprint Technician II		27.35
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.90
30362 - Paralegal/Legal Assistant II		25.90
30363 - Paralegal/Legal Assistant III		31.68
30364 - Paralegal/Legal Assistant IV		38.33
30375 - Petroleum Supply Specialist		27.35
30390 - Photo-Optics Technician		26.83
30395 - Radiation Control Technician		27.35
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.31
30463 - Technical Writer III		37.88
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		24.77
30502 - Weather Forecaster II		30.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.82
30621 - Weather Observer Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.75
31030 - Bus Driver		19.54
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		13.81
31290 - Shuttle Bus Driver		17.55

31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.55
99095 - Embalmer	25.80
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	25.24
99310 - Mortician	25.80
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	25.31
99711 - Recycling Specialist	29.40
99730 - Refuse Collector	23.14
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	35.42
99831 - Surveying Aide	21.38
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	16.08
99841 - Vending Machine Repairer	21.42
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.: 2015-5666
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California Counties of Calaveras Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		28.76
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		16.08
01042 - Customer Service Representative II		18.08
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher Motor Vehicle		24.34
01070 - Document Preparation Clerk		14.56

01090 - Duplicating Machine Operator	14.56
01111 - General Clerk I	14.68
01112 - General Clerk II	16.02
01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.75
01192 - Order Clerk II	14.95
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	13.93
01300 - Scheduler Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.09
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	21.10
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	21.10
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.87
05280 - Motor Vehicle Wrecker	18.95
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.95
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.43
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.32
07210 - Meat Cutter	17.05

07260 - Waiter/Waitress	12.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.90
09040 - Furniture Handler	18.87
09080 - Furniture Refinisher	23.90
09090 - Furniture Refinisher Helper	22.10
09110 - Furniture Repairer Minor	24.35
09130 - Upholsterer	23.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	14.66
11090 - Gardener	20.84
11122 - Housekeeping Aide	14.66
11150 - Janitor	14.66
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	12.52
11260 - Pruner	15.07
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.04
12000 - Health Occupations	
12010 - Ambulance Driver	19.72
12011 - Breath Alcohol Technician	26.47
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	37.25
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	41.14
12035 - Electroneurodiagnostic Technologist	41.14
12040 - Emergency Medical Technician	19.72
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.44
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	59.66
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	20.18
12236 - Optical Technician	24.00
12250 - Pharmacy Technician	20.01
12280 - Phlebotomist	20.03
12305 - Radiologic Technologist	43.09
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40

12313 - Registered Nurse II Specialist		36.21
12314 - Registered Nurse III		48.18
12315 - Registered Nurse III Anesthetist		48.18
12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.15
13012 - Exhibits Specialist II		29.54
13013 - Exhibits Specialist III		36.13
13041 - Illustrator I		23.16
13042 - Illustrator II		29.54
13043 - Illustrator III		36.13
13047 - Librarian		32.70
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		29.54
13058 - Library Technician		18.68
13061 - Media Specialist I		17.92
13062 - Media Specialist II		20.05
13063 - Media Specialist III		22.35
13071 - Photographer I		16.50
13072 - Photographer II		18.19
13073 - Photographer III		22.67
13074 - Photographer IV		27.72
13075 - Photographer V		33.54
13090 - Technical Order Library Clerk		22.53
13110 - Video Teleconference Technician		19.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.08
14042 - Computer Operator II		19.39
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.80
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
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		17.08
14160 - Personal Computer Support Technician		24.19
14170 - System Support Specialist		26.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.90
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		44.40

15070 - Flight Instructor (Pilot) 44.23
15080 - Graphic Artist 24.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.23
15095 - Technical Instructor/Course Developer 25.97
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.25
19040 - Tool And Die Maker 34.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.18
21030 - Material Coordinator 22.10
21040 - Material Expediter 22.10
21050 - Material Handling Laborer 16.60
21071 - Order Filler 13.12
21080 - Production Line Worker (Food Processing) 19.18
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 19.18
21410 - Warehouse Specialist 19.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.51
23019 - Aircraft Logs and Records Technician 25.89
23021 - Aircraft Mechanic I 30.83
23022 - Aircraft Mechanic II 32.51
23023 - Aircraft Mechanic III 33.98
23040 - Aircraft Mechanic Helper 22.59
23050 - Aircraft Painter 29.25
23060 - Aircraft Servicer 25.89
23070 - Aircraft Survival Flight Equipment Technician 29.25
23080 - Aircraft Worker 27.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.58

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 30.83
II
23110 - Appliance Mechanic 29.25
23120 - Bicycle Repairer 22.75
23125 - Cable Splicer 30.83
23130 - Carpenter Maintenance 27.12
23140 - Carpet Layer 26.98
23160 - Electrician Maintenance 34.17
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.21
23260 - Fabric Worker 25.89
23290 - Fire Alarm System Mechanic 30.15
23310 - Fire Extinguisher Repairer 24.23
23311 - Fuel Distribution System Mechanic 30.83
23312 - Fuel Distribution System Operator 24.23
23370 - General Maintenance Worker 19.19
23380 - Ground Support Equipment Mechanic 30.83
23381 - Ground Support Equipment Servicer 25.89
23382 - Ground Support Equipment Worker 27.58
23391 - Gunsmith I 24.23
23392 - Gunsmith II 27.58
23393 - Gunsmith III 30.83
23410 - Heating Ventilation And Air-Conditioning 25.45
Mechanic
23411 - Heating Ventilation And Air Contidioning 26.83
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.57
23440 - Heavy Equipment Operator 30.51
23460 - Instrument Mechanic 30.83
23465 - Laboratory/Shelter Mechanic 29.25
23470 - Laborer 16.60
23510 - Locksmith 29.25
23530 - Machinery Maintenance Mechanic 30.16
23550 - Machinist Maintenance 22.87
23580 - Maintenance Trades Helper 15.49
23591 - Metrology Technician I 30.83
23592 - Metrology Technician II 32.51
23593 - Metrology Technician III 34.19
23640 - Millwright 30.83
23710 - Office Appliance Repairer 29.25
23760 - Painter Maintenance 26.18
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 30.83
23850 - Rigger 30.83
23870 - Scale Mechanic 27.58
23890 - Sheet-Metal Worker Maintenance 30.83
23910 - Small Engine Mechanic 27.58
23931 - Telecommunications Mechanic I 28.38

23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 32.77
23960 - Welder Combination Maintenance 22.64
23965 - Well Driller 28.03
23970 - Woodcraft Worker 30.83
23980 - Woodworker 23.71
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 13.46
24580 - Child Care Center Clerk 16.99
24610 - Chore Aide 12.38
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.48
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.73
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 39.36
27010 - Court Security Officer 31.98
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 39.36
27070 - Firefighter 24.77
27101 - Guard I 15.79
27102 - Guard II 18.61
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.44
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.15
28210 - Gate Attendant/Gate Tender 18.12
28310 - Lifeguard 15.16
28350 - Park Attendant (Aide) 20.28
28510 - Recreation Aide/Health Facility Attendant 14.80
28515 - Recreation Specialist 25.12
28630 - Sports Official 16.15
28690 - Swimming Pool Operator 18.67
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.03
29020 - Hatch Tender 28.03
29030 - Line Handler 28.03
29041 - Stevedore I 26.44
29042 - Stevedore II 29.60
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 19.89
30022 - Archeological Technician II 22.25
30023 - Archeological Technician III 27.58
30030 - Cartographic Technician 27.58
30040 - Civil Engineering Technician 26.27
30051 - Cryogenic Technician I 24.77
30052 - Cryogenic Technician II 27.35
30061 - Drafter/CAD Operator I 19.89
30062 - Drafter/CAD Operator II 22.25
30063 - Drafter/CAD Operator III 24.82
30064 - Drafter/CAD Operator IV 30.53
30081 - Engineering Technician I 16.43
30082 - Engineering Technician II 18.45
30083 - Engineering Technician III 20.64
30084 - Engineering Technician IV 25.56
30085 - Engineering Technician V 31.27
30086 - Engineering Technician VI 37.83
30090 - Environmental Technician 29.81
30095 - Evidence Control Specialist 22.36
30210 - Laboratory Technician 24.82
30221 - Latent Fingerprint Technician I 24.77
30222 - Latent Fingerprint Technician II 27.35
30240 - Mathematical Technician 27.58
30361 - Paralegal/Legal Assistant I 20.90
30362 - Paralegal/Legal Assistant II 25.90
30363 - Paralegal/Legal Assistant III 31.68
30364 - Paralegal/Legal Assistant IV 38.33
30375 - Petroleum Supply Specialist 27.35
30390 - Photo-Optics Technician 26.83
30395 - Radiation Control Technician 27.35
30461 - Technical Writer I 25.61
30462 - Technical Writer II 31.31
30463 - Technical Writer III 37.88
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 24.77
30502 - Weather Forecaster II 30.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.82
30621 - Weather Observer Senior (see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 19.54

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.55
31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.55
99095 - Embalmer	25.80
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	25.24
99310 - Mortician	25.80
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	25.31
99711 - Recycling Specialist	29.40
99730 - Refuse Collector	23.14
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	35.42
99831 - Surveying Aide	21.38
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	16.08
99841 - Vending Machine Repairer	21.42
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

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.: 2015-5667
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: California

Area: California County of Alpine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		31.05
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		22.40
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		15.43
01112 - General Clerk II		16.84

01113 - General Clerk III	19.41
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	21.81
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	31.05
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.65
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.90
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.91
07210 - Meat Cutter	18.72
07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.94

09040 - Furniture Handler	19.95
09080 - Furniture Refinisher	26.94
09090 - Furniture Refinisher Helper	23.18
09110 - Furniture Repairer Minor	26.44
09130 - Upholsterer	26.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.66
11060 - Elevator Operator	15.98
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.98
11150 - Janitor	15.98
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	12.52
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	17.47
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	22.77
12012 - Certified Occupational Therapist Assistant	34.20
12015 - Certified Physical Therapist Assistant	36.28
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	34.19
12035 - Electroneurodiagnostic Technologist	34.19
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	20.48
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	22.75
12210 - Nuclear Medicine Technologist	57.10
12221 - Nursing Assistant I	13.65
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	17.08
12224 - Nursing Assistant IV	19.18
12235 - Optical Dispenser	19.17
12236 - Optical Technician	20.97
12250 - Pharmacy Technician	19.99
12280 - Phlebotomist	23.21
12305 - Radiologic Technologist	39.84
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		18.19
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		19.52
13072 - Photographer II		21.85
13073 - Photographer III		27.06
13074 - Photographer IV		33.56
13075 - Photographer V		40.05
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.76
14042 - Computer Operator II		19.87
14043 - Computer Operator III		22.15
14044 - Computer Operator IV		24.61
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		24.61
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		40.76
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.60
15095 - Technical Instructor/Course Developer 26.48
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.63
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 21.81
21040 - Material Expediter 21.81
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.22
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 19.22
21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.81
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 31.21
23022 - Aircraft Mechanic II 32.81
23023 - Aircraft Mechanic III 34.37
23040 - Aircraft Mechanic Helper 23.18
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 28.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.21
23110 - Appliance Mechanic 29.90

23120 - Bicycle Repairer 24.12
23125 - Cable Splicer 37.82
23130 - Carpenter Maintenance 27.30
23140 - Carpet Layer 28.03
23160 - Electrician Maintenance 33.43
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 26.44
23290 - Fire Alarm System Mechanic 31.21
23310 - Fire Extinguisher Repairer 24.81
23311 - Fuel Distribution System Mechanic 31.60
23312 - Fuel Distribution System Operator 25.04
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 31.21
23381 - Ground Support Equipment Servicer 26.44
23382 - Ground Support Equipment Worker 28.03
23391 - Gunsmith I 24.81
23392 - Gunsmith II 28.03
23393 - Gunsmith III 31.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.52
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 31.21
23465 - Laboratory/Shelter Mechanic 29.63
23470 - Laborer 15.13
23510 - Locksmith 29.63
23530 - Machinery Maintenance Mechanic 31.66
23550 - Machinist Maintenance 25.99
23580 - Maintenance Trades Helper 19.32
23591 - Metrology Technician I 31.21
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.37
23640 - Millwright 31.21
23710 - Office Appliance Repairer 29.63
23760 - Painter Maintenance 25.29
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 31.21
23850 - Rigger 31.21
23870 - Scale Mechanic 28.03
23890 - Sheet-Metal Worker Maintenance 31.21
23910 - Small Engine Mechanic 28.03
23931 - Telecommunications Mechanic I 28.38
23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 31.60
23960 - Welder Combination Maintenance 26.12

23965 - Well Driller	28.73
23970 - Woodcraft Worker	31.21
23980 - Woodworker	24.81
24000 - Personal Needs Occupations	
24550 - Case Manager	20.70
24570 - Child Care Attendant	14.63
24580 - Child Care Center Clerk	19.43
24610 - Chore Aide	13.27
24620 - Family Readiness And Support Services Coordinator	20.70
24630 - Homemaker	20.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.21
25040 - Sewage Plant Operator	29.48
25070 - Stationary Engineer	31.21
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	29.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.43
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	33.12
27010 - Court Security Officer	31.90
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	33.12
27070 - Firefighter	24.44
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.37
28042 - Carnival Equipment Repairer	16.37
28043 - Carnival Worker	12.15
28210 - Gate Attendant/Gate Tender	18.12
28310 - Lifeguard	14.39
28350 - Park Attendant (Aide)	20.28
28510 - Recreation Aide/Health Facility Attendant	14.80
28515 - Recreation Specialist	25.12
28630 - Sports Official	16.15
28690 - Swimming Pool Operator	22.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 27.13
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 31.29
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 20.12
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 20.02
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 28.21
30502 - Weather Forecaster II 34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.25
31030 - Bus Driver 19.54
31043 - Driver Courier 16.67
31260 - Parking and Lot Attendant 13.81
31290 - Shuttle Bus Driver 17.87

31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.87
31362 - Truckdriver Medium	19.02
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.83
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	24.88
99310 - Mortician	25.35
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	21.67
99810 - Sales Clerk	13.55
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	39.31
99831 - Surveying Aide	21.35
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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.: 2015-5668
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Alpine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		31.05
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		22.40
01070 - Document Preparation Clerk		14.72

01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	15.43
01112 - General Clerk II	16.84
01113 - General Clerk III	19.41
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	21.81
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	31.05
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.65
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.90
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.91
07210 - Meat Cutter	18.72

07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.94
09040 - Furniture Handler	19.95
09080 - Furniture Refinisher	26.94
09090 - Furniture Refinisher Helper	23.18
09110 - Furniture Repairer Minor	26.44
09130 - Upholsterer	26.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.66
11060 - Elevator Operator	15.98
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.98
11150 - Janitor	15.98
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	12.52
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	17.47
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	22.77
12012 - Certified Occupational Therapist Assistant	34.20
12015 - Certified Physical Therapist Assistant	36.28
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	34.19
12035 - Electroneurodiagnostic Technologist	34.19
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	24.26
12072 - Licensed Practical Nurse II	27.15
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	20.48
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	22.75
12210 - Nuclear Medicine Technologist	57.10
12221 - Nursing Assistant I	13.65
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	17.08
12224 - Nursing Assistant IV	19.18
12235 - Optical Dispenser	19.17
12236 - Optical Technician	20.97
12250 - Pharmacy Technician	19.99
12280 - Phlebotomist	23.21
12305 - Radiologic Technologist	39.84
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		33.63
12320 - Substance Abuse Treatment Counselor		28.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		18.19
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		19.52
13072 - Photographer II		21.85
13073 - Photographer III		27.06
13074 - Photographer IV		33.56
13075 - Photographer V		40.05
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.76
14042 - Computer Operator II		19.87
14043 - Computer Operator III		22.15
14044 - Computer Operator IV		24.61
14045 - Computer Operator V		27.26
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - 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		24.61
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		40.76

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.60
15095 - Technical Instructor/Course Developer 26.48
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.63
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.22
21030 - Material Coordinator 21.81
21040 - Material Expediter 21.81
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 19.22
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 19.22
21410 - Warehouse Specialist 19.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.81
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 31.21
23022 - Aircraft Mechanic II 32.81
23023 - Aircraft Mechanic III 34.37
23040 - Aircraft Mechanic Helper 23.18
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 28.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.21
23110 - Appliance Mechanic 29.90
23120 - Bicycle Repairer 24.12
23125 - Cable Splicer 37.82
23130 - Carpenter Maintenance 27.30
23140 - Carpet Layer 28.03
23160 - Electrician Maintenance 33.43
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 26.44
23290 - Fire Alarm System Mechanic 31.21
23310 - Fire Extinguisher Repairer 24.81
23311 - Fuel Distribution System Mechanic 31.60
23312 - Fuel Distribution System Operator 25.04
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 31.21
23381 - Ground Support Equipment Servicer 26.44
23382 - Ground Support Equipment Worker 28.03
23391 - Gunsmith I 24.81
23392 - Gunsmith II 28.03
23393 - Gunsmith III 31.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.52
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 31.21
23465 - Laboratory/Shelter Mechanic 29.63
23470 - Laborer 15.13
23510 - Locksmith 29.63
23530 - Machinery Maintenance Mechanic 31.66
23550 - Machinist Maintenance 25.99
23580 - Maintenance Trades Helper 19.32
23591 - Metrology Technician I 31.21
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.37
23640 - Millwright 31.21
23710 - Office Appliance Repairer 29.63
23760 - Painter Maintenance 25.29
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 31.21
23850 - Rigger 31.21
23870 - Scale Mechanic 28.03
23890 - Sheet-Metal Worker Maintenance 31.21
23910 - Small Engine Mechanic 28.03
23931 - Telecommunications Mechanic I 28.38

23932 - Telecommunications Mechanic II 29.83
23950 - Telephone Lineman 31.60
23960 - Welder Combination Maintenance 26.12
23965 - Well Driller 28.73
23970 - Woodcraft Worker 31.21
23980 - Woodworker 24.81
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 14.63
24580 - Child Care Center Clerk 19.43
24610 - Chore Aide 13.27
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.48
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.43
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 33.12
27010 - Court Security Officer 31.90
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 33.12
27070 - Firefighter 24.44
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.37
28042 - Carnival Equipment Repairer 16.37
28043 - Carnival Worker 12.15
28210 - Gate Attendant/Gate Tender 18.12
28310 - Lifeguard 14.39
28350 - Park Attendant (Aide) 20.28
28510 - Recreation Aide/Health Facility Attendant 14.80
28515 - Recreation Specialist 25.12
28630 - Sports Official 16.15
28690 - Swimming Pool Operator 22.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 27.13
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 31.29
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 20.12
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 20.02
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 28.21
30502 - Weather Forecaster II 34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.25
31030 - Bus Driver 19.54

31043 - Driver Courier	16.67
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.87
31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.87
31362 - Truckdriver Medium	19.02
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.83
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	24.88
99310 - Mortician	25.35
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	21.67
99810 - Sales Clerk	13.55
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	39.31
99831 - Surveying Aide	21.35
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements 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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5669
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: California

Area: California County of Inyo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		28.76
01035 - Court Reporter		17.55
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		21.48
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		15.40
01112 - General Clerk II		16.80

01113 - General Clerk III	18.88
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.15
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	19.15
01290 - Rental Clerk	15.25
01300 - Scheduler Maintenance	15.36
01311 - Secretary I	15.36
01312 - Secretary II	17.55
01313 - Secretary III	19.15
01320 - Service Order Dispatcher	19.18
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	13.68
01612 - Word Processor II	15.36
01613 - Word Processor III	17.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.54
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	18.95
05070 - Automotive Worker	18.95
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	18.95
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	17.87
05280 - Motor Vehicle Wrecker	18.95
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.95
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.91
07210 - Meat Cutter	16.22
07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.99

09040 - Furniture Handler	18.36
09080 - Furniture Refinisher	25.29
09090 - Furniture Refinisher Helper	21.48
09110 - Furniture Repairer Minor	24.67
09130 - Upholsterer	25.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	15.40
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.96
11150 - Janitor	15.98
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	12.52
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	16.81
12000 - Health Occupations	
12010 - Ambulance Driver	20.86
12011 - Breath Alcohol Technician	25.89
12012 - Certified Occupational Therapist Assistant	34.75
12015 - Certified Physical Therapist Assistant	31.63
12020 - Dental Assistant	20.10
12025 - Dental Hygienist	47.41
12030 - EKG Technician	40.60
12035 - Electroneurodiagnostic Technologist	40.60
12040 - Emergency Medical Technician	20.86
12071 - Licensed Practical Nurse I	23.95
12072 - Licensed Practical Nurse II	26.77
12073 - Licensed Practical Nurse III	29.87
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	20.24
12160 - Medical Record Clerk	20.94
12190 - Medical Record Technician	20.53
12195 - Medical Transcriptionist	19.23
12210 - Nuclear Medicine Technologist	52.87
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	19.25
12236 - Optical Technician	23.95
12250 - Pharmacy Technician	19.74
12280 - Phlebotomist	18.15
12305 - Radiologic Technologist	41.97
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II Specialist	36.40
12314 - Registered Nurse III	47.91
12315 - Registered Nurse III Anesthetist	47.91

12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		32.08
12320 - Substance Abuse Treatment Counselor		28.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.86
13012 - Exhibits Specialist II		20.89
13013 - Exhibits Specialist III		25.54
13041 - Illustrator I		16.83
13042 - Illustrator II		20.89
13043 - Illustrator III		25.54
13047 - Librarian		23.13
13050 - Library Aide/Clerk		16.20
13054 - Library Information Technology Systems Administrator		20.89
13058 - Library Technician		18.19
13061 - Media Specialist I		15.07
13062 - Media Specialist II		16.86
13063 - Media Specialist III		18.80
13071 - Photographer I		15.99
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.12
13075 - Photographer V		32.80
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		15.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.51
14043 - Computer Operator III		18.41
14044 - Computer Operator IV		20.46
14045 - Computer Operator V		22.65
14071 - Computer Programmer I	(see 1)	22.91
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		14.76
14160 - Personal Computer Support Technician		20.46
14170 - System Support Specialist		22.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		27.51
15070 - Flight Instructor (Pilot)		44.31
15080 - Graphic Artist		24.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 20.36
15095 - Technical Instructor/Course Developer 25.82
15110 - Test Proctor 17.04
15120 - Tutor 17.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.32
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.35
21030 - Material Coordinator 19.84
21040 - Material Expediter 19.84
21050 - Material Handling Laborer 14.50
21071 - Order Filler 13.12
21080 - Production Line Worker (Food Processing) 13.35
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 13.89
21410 - Warehouse Specialist 13.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.23
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 30.98
23022 - Aircraft Mechanic II 32.65
23023 - Aircraft Mechanic III 34.31
23040 - Aircraft Mechanic Helper 22.97
23050 - Aircraft Painter 29.30
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.30
23080 - Aircraft Worker 27.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.98
23110 - Appliance Mechanic 29.32

23120 - Bicycle Repairer	20.13
23125 - Cable Splicer	31.60
23130 - Carpenter Maintenance	27.10
23140 - Carpet Layer	24.20
23160 - Electrician Maintenance	30.34
23181 - Electronics Technician Maintenance I	27.67
23182 - Electronics Technician Maintenance II	29.63
23183 - Electronics Technician Maintenance III	31.21
23260 - Fabric Worker	26.03
23290 - Fire Alarm System Mechanic	29.95
23310 - Fire Extinguisher Repairer	24.32
23311 - Fuel Distribution System Mechanic	30.98
23312 - Fuel Distribution System Operator	24.32
23370 - General Maintenance Worker	18.62
23380 - Ground Support Equipment Mechanic	30.98
23381 - Ground Support Equipment Servicer	26.44
23382 - Ground Support Equipment Worker	27.96
23391 - Gunsmith I	24.32
23392 - Gunsmith II	27.67
23393 - Gunsmith III	30.98
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.73
23430 - Heavy Equipment Mechanic	26.83
23440 - Heavy Equipment Operator	27.03
23460 - Instrument Mechanic	30.98
23465 - Laboratory/Shelter Mechanic	29.32
23470 - Laborer	14.50
23510 - Locksmith	29.32
23530 - Machinery Maintenance Mechanic	31.45
23550 - Machinist Maintenance	25.60
23580 - Maintenance Trades Helper	17.26
23591 - Metrology Technician I	30.98
23592 - Metrology Technician II	32.65
23593 - Metrology Technician III	34.31
23640 - Millwright	30.98
23710 - Office Appliance Repairer	28.31
23760 - Painter Maintenance	21.92
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	30.98
23850 - Rigger	30.98
23870 - Scale Mechanic	27.67
23890 - Sheet-Metal Worker Maintenance	26.87
23910 - Small Engine Mechanic	24.34
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.14
23950 - Telephone Lineman	31.60
23960 - Welder Combination Maintenance	21.98

23965 - Well Driller	28.16
23970 - Woodcraft Worker	30.98
23980 - Woodworker	24.32
24000 - Personal Needs Occupations	
24550 - Case Manager	20.70
24570 - Child Care Attendant	13.65
24580 - Child Care Center Clerk	17.03
24610 - Chore Aide	12.38
24620 - Family Readiness And Support Services Coordinator	20.70
24630 - Homemaker	20.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.21
25040 - Sewage Plant Operator	29.31
25070 - Stationary Engineer	31.21
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	29.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.27
27007 - Baggage Inspector	15.79
27008 - Corrections Officer	29.16
27010 - Court Security Officer	29.25
27030 - Detection Dog Handler	17.67
27040 - Detention Officer	29.16
27070 - Firefighter	24.44
27101 - Guard I	15.79
27102 - Guard II	17.67
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.44
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	12.15
28210 - Gate Attendant/Gate Tender	18.12
28310 - Lifeguard	14.39
28350 - Park Attendant (Aide)	20.28
28510 - Recreation Aide/Health Facility Attendant	14.80
28515 - Recreation Specialist	24.75
28630 - Sports Official	16.15
28690 - Swimming Pool Operator	22.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.03
29020 - Hatch Tender	28.03
29030 - Line Handler	28.03
29041 - Stevedore I	26.44
29042 - Stevedore II	29.63
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 17.11
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.72
30030 - Cartographic Technician 23.72
30040 - Civil Engineering Technician 22.36
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 17.11
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.35
30064 - Drafter/CAD Operator IV 26.26
30081 - Engineering Technician I 16.68
30082 - Engineering Technician II 18.72
30083 - Engineering Technician III 20.94
30084 - Engineering Technician IV 25.95
30085 - Engineering Technician V 31.74
30086 - Engineering Technician VI 38.40
30090 - Environmental Technician 31.04
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 20.59
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 23.32
30361 - Paralegal/Legal Assistant I 19.78
30362 - Paralegal/Legal Assistant II 22.79
30363 - Paralegal/Legal Assistant III 27.87
30364 - Paralegal/Legal Assistant IV 33.72
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 23.72
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.15
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 28.21
30502 - Weather Forecaster II 34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.35
30621 - Weather Observer Senior (see 2) 23.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 19.54
31043 - Driver Courier 16.39
31260 - Parking and Lot Attendant 13.81
31290 - Shuttle Bus Driver 17.55

31310 - Taxi Driver	16.67
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	24.88
99310 - Mortician	25.35
99410 - Pest Controller	19.99
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.82
99711 - Recycling Specialist	23.01
99730 - Refuse Collector	18.14
99810 - Sales Clerk	13.64
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	25.41
99831 - Surveying Aide	14.50
99832 - Surveying Technician	19.89
99840 - Vending Machine Attendant	20.92
99841 - Vending Machine Repairer	25.25
99842 - Vending Machine Repairer Helper	20.92

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.: 2015-5670
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Inyo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		28.76
01035 - Court Reporter		17.55
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		21.48
01070 - Document Preparation Clerk		13.57

01090 - Duplicating Machine Operator	13.57
01111 - General Clerk I	15.40
01112 - General Clerk II	16.80
01113 - General Clerk III	18.88
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.15
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	19.15
01290 - Rental Clerk	15.25
01300 - Scheduler Maintenance	15.36
01311 - Secretary I	15.36
01312 - Secretary II	17.55
01313 - Secretary III	19.15
01320 - Service Order Dispatcher	19.18
01410 - Supply Technician	28.76
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	13.68
01612 - Word Processor II	15.36
01613 - Word Processor III	17.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.54
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	18.95
05070 - Automotive Worker	18.95
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	18.95
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	17.87
05280 - Motor Vehicle Wrecker	18.95
05310 - Painter Automotive	20.03
05340 - Radiator Repair Specialist	18.95
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.91
07210 - Meat Cutter	16.22

07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.99
09040 - Furniture Handler	18.36
09080 - Furniture Refinisher	25.29
09090 - Furniture Refinisher Helper	21.48
09110 - Furniture Repairer Minor	24.67
09130 - Upholsterer	25.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	15.40
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.96
11150 - Janitor	15.98
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	12.52
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	16.81
12000 - Health Occupations	
12010 - Ambulance Driver	20.86
12011 - Breath Alcohol Technician	25.89
12012 - Certified Occupational Therapist Assistant	34.75
12015 - Certified Physical Therapist Assistant	31.63
12020 - Dental Assistant	20.10
12025 - Dental Hygienist	47.41
12030 - EKG Technician	40.60
12035 - Electroneurodiagnostic Technologist	40.60
12040 - Emergency Medical Technician	20.86
12071 - Licensed Practical Nurse I	23.95
12072 - Licensed Practical Nurse II	26.77
12073 - Licensed Practical Nurse III	29.87
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	20.24
12160 - Medical Record Clerk	20.94
12190 - Medical Record Technician	20.53
12195 - Medical Transcriptionist	19.23
12210 - Nuclear Medicine Technologist	52.87
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	19.25
12236 - Optical Technician	23.95
12250 - Pharmacy Technician	19.74
12280 - Phlebotomist	18.15
12305 - Radiologic Technologist	41.97
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40

12313 - Registered Nurse II Specialist		36.40
12314 - Registered Nurse III		47.91
12315 - Registered Nurse III Anesthetist		47.91
12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		32.08
12320 - Substance Abuse Treatment Counselor		28.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.86
13012 - Exhibits Specialist II		20.89
13013 - Exhibits Specialist III		25.54
13041 - Illustrator I		16.83
13042 - Illustrator II		20.89
13043 - Illustrator III		25.54
13047 - Librarian		23.13
13050 - Library Aide/Clerk		16.20
13054 - Library Information Technology Systems Administrator		20.89
13058 - Library Technician		18.19
13061 - Media Specialist I		15.07
13062 - Media Specialist II		16.86
13063 - Media Specialist III		18.80
13071 - Photographer I		15.99
13072 - Photographer II		17.90
13073 - Photographer III		22.17
13074 - Photographer IV		27.12
13075 - Photographer V		32.80
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		15.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.51
14043 - Computer Operator III		18.41
14044 - Computer Operator IV		20.46
14045 - Computer Operator V		22.65
14071 - Computer Programmer I	(see 1)	22.91
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		14.76
14160 - Personal Computer Support Technician		20.46
14170 - System Support Specialist		22.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		36.97
15030 - Air Crew Training Devices Instructor (Pilot)		44.31
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		27.51

15070 - Flight Instructor (Pilot) 44.31
15080 - Graphic Artist 24.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 20.36
15095 - Technical Instructor/Course Developer 25.82
15110 - Test Proctor 17.04
15120 - Tutor 17.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.32
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.35
21030 - Material Coordinator 19.84
21040 - Material Expediter 19.84
21050 - Material Handling Laborer 14.50
21071 - Order Filler 13.12
21080 - Production Line Worker (Food Processing) 13.35
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 13.89
21410 - Warehouse Specialist 13.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.23
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 30.98
23022 - Aircraft Mechanic II 32.65
23023 - Aircraft Mechanic III 34.31
23040 - Aircraft Mechanic Helper 22.97
23050 - Aircraft Painter 29.30
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.30
23080 - Aircraft Worker 27.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.98
23110 - Appliance Mechanic 29.32
23120 - Bicycle Repairer 20.13
23125 - Cable Splicer 31.60
23130 - Carpenter Maintenance 27.10
23140 - Carpet Layer 24.20
23160 - Electrician Maintenance 30.34
23181 - Electronics Technician Maintenance I 27.67
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.21
23260 - Fabric Worker 26.03
23290 - Fire Alarm System Mechanic 29.95
23310 - Fire Extinguisher Repairer 24.32
23311 - Fuel Distribution System Mechanic 30.98
23312 - Fuel Distribution System Operator 24.32
23370 - General Maintenance Worker 18.62
23380 - Ground Support Equipment Mechanic 30.98
23381 - Ground Support Equipment Servicer 26.44
23382 - Ground Support Equipment Worker 27.96
23391 - Gunsmith I 24.32
23392 - Gunsmith II 27.67
23393 - Gunsmith III 30.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.73
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 27.03
23460 - Instrument Mechanic 30.98
23465 - Laboratory/Shelter Mechanic 29.32
23470 - Laborer 14.50
23510 - Locksmith 29.32
23530 - Machinery Maintenance Mechanic 31.45
23550 - Machinist Maintenance 25.60
23580 - Maintenance Trades Helper 17.26
23591 - Metrology Technician I 30.98
23592 - Metrology Technician II 32.65
23593 - Metrology Technician III 34.31
23640 - Millwright 30.98
23710 - Office Appliance Repairer 28.31
23760 - Painter Maintenance 21.92
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 30.98
23850 - Rigger 30.98
23870 - Scale Mechanic 27.67
23890 - Sheet-Metal Worker Maintenance 26.87
23910 - Small Engine Mechanic 24.34
23931 - Telecommunications Mechanic I 28.12

23932 - Telecommunications Mechanic II 29.14
23950 - Telephone Lineman 31.60
23960 - Welder Combination Maintenance 21.98
23965 - Well Driller 28.16
23970 - Woodcraft Worker 30.98
23980 - Woodworker 24.32
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 13.65
24580 - Child Care Center Clerk 17.03
24610 - Chore Aide 12.38
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.31
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.27
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 29.16
27010 - Court Security Officer 29.25
27030 - Detection Dog Handler 17.67
27040 - Detention Officer 29.16
27070 - Firefighter 24.44
27101 - Guard I 15.79
27102 - Guard II 17.67
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.44
28042 - Carnival Equipment Repairer 16.52
28043 - Carnival Worker 12.15
28210 - Gate Attendant/Gate Tender 18.12
28310 - Lifeguard 14.39
28350 - Park Attendant (Aide) 20.28
28510 - Recreation Aide/Health Facility Attendant 14.80
28515 - Recreation Specialist 24.75
28630 - Sports Official 16.15
28690 - Swimming Pool Operator 22.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.03
29020 - Hatch Tender 28.03
29030 - Line Handler 28.03
29041 - Stevedore I 26.44
29042 - Stevedore II 29.63
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 17.11
30022 - Archeological Technician II 19.14
30023 - Archeological Technician III 23.72
30030 - Cartographic Technician 23.72
30040 - Civil Engineering Technician 22.36
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 17.11
30062 - Drafter/CAD Operator II 19.14
30063 - Drafter/CAD Operator III 21.35
30064 - Drafter/CAD Operator IV 26.26
30081 - Engineering Technician I 16.68
30082 - Engineering Technician II 18.72
30083 - Engineering Technician III 20.94
30084 - Engineering Technician IV 25.95
30085 - Engineering Technician V 31.74
30086 - Engineering Technician VI 38.40
30090 - Environmental Technician 31.04
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 20.59
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 23.32
30361 - Paralegal/Legal Assistant I 19.78
30362 - Paralegal/Legal Assistant II 22.79
30363 - Paralegal/Legal Assistant III 27.87
30364 - Paralegal/Legal Assistant IV 33.72
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 23.72
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.15
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 28.21
30502 - Weather Forecaster II 34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.35
30621 - Weather Observer Senior (see 2) 23.72
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 19.54

31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.55
31310 - Taxi Driver	16.67
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	20.91
31364 - Truckdriver Tractor-Trailer	20.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.20
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	24.88
99310 - Mortician	25.35
99410 - Pest Controller	19.99
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.82
99711 - Recycling Specialist	23.01
99730 - Refuse Collector	18.14
99810 - Sales Clerk	13.64
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	25.41
99831 - Surveying Aide	14.50
99832 - Surveying Technician	19.89
99840 - Vending Machine Attendant	20.92
99841 - Vending Machine Repairer	25.25
99842 - Vending Machine Repairer Helper	20.92

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

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.: 2015-5671
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: California

Area: California County of Mono

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		31.05
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		13.86
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		15.67
01090 - Duplicating Machine Operator		15.67
01111 - General Clerk I		15.47
01112 - General Clerk II		16.89

01113 - General Clerk III	19.26
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	12.54
01192 - Order Clerk II	14.81
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	18.98
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	31.05
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.65
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	19.65
05070 - Automotive Worker	19.65
05110 - Mobile Equipment Servicer	17.34
05130 - Motor Equipment Metal Mechanic	21.13
05160 - Motor Equipment Metal Worker	19.65
05190 - Motor Vehicle Mechanic	21.73
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.65
05280 - Motor Vehicle Wrecker	19.65
05310 - Painter Automotive	20.49
05340 - Radiator Repair Specialist	19.65
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.86
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.81

09040 - Furniture Handler	19.95
09080 - Furniture Refinisher	27.81
09090 - Furniture Refinisher Helper	23.18
09110 - Furniture Repairer Minor	26.44
09130 - Upholsterer	25.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.20
11060 - Elevator Operator	14.58
11090 - Gardener	19.67
11122 - Housekeeping Aide	14.58
11150 - Janitor	14.58
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	12.52
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	20.85
12011 - Breath Alcohol Technician	22.30
12012 - Certified Occupational Therapist Assistant	36.17
12015 - Certified Physical Therapist Assistant	31.58
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	39.96
12035 - Electroneurodiagnostic Technologist	39.96
12040 - Emergency Medical Technician	20.85
12071 - Licensed Practical Nurse I	23.97
12072 - Licensed Practical Nurse II	26.83
12073 - Licensed Practical Nurse III	29.91
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	20.24
12160 - Medical Record Clerk	21.18
12190 - Medical Record Technician	21.70
12195 - Medical Transcriptionist	22.75
12210 - Nuclear Medicine Technologist	51.08
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	20.25
12236 - Optical Technician	17.47
12250 - Pharmacy Technician	19.74
12280 - Phlebotomist	19.04
12305 - Radiologic Technologist	39.17
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II Specialist	36.40
12314 - Registered Nurse III	49.53
12315 - Registered Nurse III Anesthetist	49.53

12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		33.12
12320 - Substance Abuse Treatment Counselor		28.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.85
13012 - Exhibits Specialist II		27.06
13013 - Exhibits Specialist III		33.10
13041 - Illustrator I		21.85
13042 - Illustrator II		27.06
13043 - Illustrator III		33.10
13047 - Librarian		29.97
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		27.06
13058 - Library Technician		18.86
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.85
13063 - Media Specialist III		24.35
13071 - Photographer I		17.46
13072 - Photographer II		19.51
13073 - Photographer III		24.18
13074 - Photographer IV		29.57
13075 - Photographer V		35.78
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.27
14042 - Computer Operator II		19.32
14043 - Computer Operator III		21.55
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.61
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		17.27
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		38.15
15070 - Flight Instructor (Pilot)		44.23
15080 - Graphic Artist		24.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.23

15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.10
15095 - Technical Instructor/Course Developer 24.94
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.63
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.40
21030 - Material Coordinator 19.69
21040 - Material Expediter 19.69
21050 - Material Handling Laborer 14.50
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 18.40
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 18.40
21410 - Warehouse Specialist 18.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.81
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 31.21
23022 - Aircraft Mechanic II 32.81
23023 - Aircraft Mechanic III 34.37
23040 - Aircraft Mechanic Helper 23.18
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 28.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.21
23110 - Appliance Mechanic 29.90

23120 - Bicycle Repairer 21.62
23125 - Cable Splicer 31.60
23130 - Carpenter Maintenance 27.24
23140 - Carpet Layer 28.03
23160 - Electrician Maintenance 34.07
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.21
23260 - Fabric Worker 26.44
23290 - Fire Alarm System Mechanic 31.21
23310 - Fire Extinguisher Repairer 24.81
23311 - Fuel Distribution System Mechanic 31.60
23312 - Fuel Distribution System Operator 26.03
23370 - General Maintenance Worker 18.62
23380 - Ground Support Equipment Mechanic 31.21
23381 - Ground Support Equipment Servicer 26.44
23382 - Ground Support Equipment Worker 28.03
23391 - Gunsmith I 24.81
23392 - Gunsmith II 28.03
23393 - Gunsmith III 31.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.09
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 27.03
23460 - Instrument Mechanic 31.21
23465 - Laboratory/Shelter Mechanic 29.63
23470 - Laborer 14.50
23510 - Locksmith 29.63
23530 - Machinery Maintenance Mechanic 31.60
23550 - Machinist Maintenance 25.99
23580 - Maintenance Trades Helper 19.32
23591 - Metrology Technician I 31.21
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.37
23640 - Millwright 31.21
23710 - Office Appliance Repairer 29.63
23760 - Painter Maintenance 24.22
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 31.21
23850 - Rigger 31.21
23870 - Scale Mechanic 28.03
23890 - Sheet-Metal Worker Maintenance 31.21
23910 - Small Engine Mechanic 27.06
23931 - Telecommunications Mechanic I 27.44
23932 - Telecommunications Mechanic II 28.85
23950 - Telephone Lineman 31.60
23960 - Welder Combination Maintenance 26.12

23965 - Well Driller	28.73
23970 - Woodcraft Worker	31.21
23980 - Woodworker	24.81
24000 - Personal Needs Occupations	
24550 - Case Manager	20.70
24570 - Child Care Attendant	14.59
24580 - Child Care Center Clerk	19.43
24610 - Chore Aide	12.39
24620 - Family Readiness And Support Services Coordinator	20.70
24630 - Homemaker	20.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.21
25040 - Sewage Plant Operator	29.48
25070 - Stationary Engineer	31.21
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	29.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.43
27007 - Baggage Inspector	15.79
27008 - Corrections Officer	30.98
27010 - Court Security Officer	30.98
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	30.98
27070 - Firefighter	24.44
27101 - Guard I	15.79
27102 - Guard II	18.18
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.04
28042 - Carnival Equipment Repairer	14.67
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	18.12
28310 - Lifeguard	14.39
28350 - Park Attendant (Aide)	20.28
28510 - Recreation Aide/Health Facility Attendant	14.80
28515 - Recreation Specialist	25.12
28630 - Sports Official	16.15
28690 - Swimming Pool Operator	23.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.03
29020 - Hatch Tender	28.03
29030 - Line Handler	28.03
29041 - Stevedore I	26.44
29042 - Stevedore II	29.63
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		18.02
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		22.36
30051 - Cryogenic Technician I		23.36
30052 - Cryogenic Technician II		25.81
30061 - Drafter/CAD Operator I		18.02
30062 - Drafter/CAD Operator II		20.17
30063 - Drafter/CAD Operator III		22.50
30064 - Drafter/CAD Operator IV		27.19
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96
30083 - Engineering Technician III		20.10
30084 - Engineering Technician IV		24.88
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.85
30090 - Environmental Technician		32.32
30095 - Evidence Control Specialist		21.10
30210 - Laboratory Technician		18.73
30221 - Latent Fingerprint Technician I		23.36
30222 - Latent Fingerprint Technician II		25.81
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.22
30362 - Paralegal/Legal Assistant II		25.06
30363 - Paralegal/Legal Assistant III		30.36
30364 - Paralegal/Legal Assistant IV		37.09
30375 - Petroleum Supply Specialist		25.81
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		25.81
30461 - Technical Writer I		25.32
30462 - Technical Writer II		30.65
30463 - Technical Writer III		33.09
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.21
30502 - Weather Forecaster II		34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.50
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.34
31030 - Bus Driver		19.54
31043 - Driver Courier		16.67
31260 - Parking and Lot Attendant		13.81
31290 - Shuttle Bus Driver		17.87

31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.87
31362 - Truckdriver Medium	19.02
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	24.88
99310 - Mortician	25.35
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.82
99711 - Recycling Specialist	23.01
99730 - Refuse Collector	18.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	36.28
99831 - Surveying Aide	24.46
99832 - Surveying Technician	26.60
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	23.85
99842 - Vending Machine Repairer Helper	19.92

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.: 2015-5672
Revision No.: 14
Date Of Last Revision: 06/13/2020

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: California

Area: California County of Mono

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		31.05
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		12.54
01052 - Data Entry Operator II		13.86
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		15.67

01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	15.47
01112 - General Clerk II	16.89
01113 - General Clerk III	19.26
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	12.54
01192 - Order Clerk II	14.81
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	18.98
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	31.05
01420 - Survey Worker	19.92
01460 - Switchboard Operator/Receptionist	14.54
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.65
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	19.65
05070 - Automotive Worker	19.65
05110 - Mobile Equipment Servicer	17.34
05130 - Motor Equipment Metal Mechanic	21.13
05160 - Motor Equipment Metal Worker	19.65
05190 - Motor Vehicle Mechanic	21.73
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.65
05280 - Motor Vehicle Wrecker	19.65
05310 - Painter Automotive	20.49
05340 - Radiator Repair Specialist	19.65
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	21.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.95
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.86
07210 - Meat Cutter	19.04

07260 - Waiter/Waitress	12.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.81
09040 - Furniture Handler	19.95
09080 - Furniture Refinisher	27.81
09090 - Furniture Refinisher Helper	23.18
09110 - Furniture Repairer Minor	26.44
09130 - Upholsterer	25.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.20
11060 - Elevator Operator	14.58
11090 - Gardener	19.67
11122 - Housekeeping Aide	14.58
11150 - Janitor	14.58
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	12.52
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	20.85
12011 - Breath Alcohol Technician	22.30
12012 - Certified Occupational Therapist Assistant	36.17
12015 - Certified Physical Therapist Assistant	31.58
12020 - Dental Assistant	22.46
12025 - Dental Hygienist	47.41
12030 - EKG Technician	39.96
12035 - Electroneurodiagnostic Technologist	39.96
12040 - Emergency Medical Technician	20.85
12071 - Licensed Practical Nurse I	23.97
12072 - Licensed Practical Nurse II	26.83
12073 - Licensed Practical Nurse III	29.91
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	20.24
12160 - Medical Record Clerk	21.18
12190 - Medical Record Technician	21.70
12195 - Medical Transcriptionist	22.75
12210 - Nuclear Medicine Technologist	51.08
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	20.25
12236 - Optical Technician	17.47
12250 - Pharmacy Technician	19.74
12280 - Phlebotomist	19.04
12305 - Radiologic Technologist	39.17
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40

12313 - Registered Nurse II Specialist		36.40
12314 - Registered Nurse III		49.53
12315 - Registered Nurse III Anesthetist		49.53
12316 - Registered Nurse IV		52.79
12317 - Scheduler (Drug and Alcohol Testing)		33.12
12320 - Substance Abuse Treatment Counselor		28.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.85
13012 - Exhibits Specialist II		27.06
13013 - Exhibits Specialist III		33.10
13041 - Illustrator I		21.85
13042 - Illustrator II		27.06
13043 - Illustrator III		33.10
13047 - Librarian		29.97
13050 - Library Aide/Clerk		17.94
13054 - Library Information Technology Systems Administrator		27.06
13058 - Library Technician		18.86
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.85
13063 - Media Specialist III		24.35
13071 - Photographer I		17.46
13072 - Photographer II		19.51
13073 - Photographer III		24.18
13074 - Photographer IV		29.57
13075 - Photographer V		35.78
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.27
14042 - Computer Operator II		19.32
14043 - Computer Operator III		21.55
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.61
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		17.27
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor (Pilot)		44.23
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		38.15

15070 - Flight Instructor (Pilot) 44.23
15080 - Graphic Artist 24.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.23
15086 - Maintenance Test Pilot Rotary Wing 44.23
15088 - Non-Maintenance Test/Co-Pilot 44.23
15090 - Technical Instructor 21.10
15095 - Technical Instructor/Course Developer 24.94
15110 - Test Proctor 17.31
15120 - Tutor 17.31
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.63
19040 - Tool And Die Maker 35.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.40
21030 - Material Coordinator 19.69
21040 - Material Expediter 19.69
21050 - Material Handling Laborer 14.50
21071 - Order Filler 14.13
21080 - Production Line Worker (Food Processing) 18.40
21110 - Shipping Packer 16.91
21130 - Shipping/Receiving Clerk 16.91
21140 - Store Worker I 15.52
21150 - Stock Clerk 20.06
21210 - Tools And Parts Attendant 18.40
21410 - Warehouse Specialist 18.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.81
23019 - Aircraft Logs and Records Technician 26.44
23021 - Aircraft Mechanic I 31.21
23022 - Aircraft Mechanic II 32.81
23023 - Aircraft Mechanic III 34.37
23040 - Aircraft Mechanic Helper 23.18
23050 - Aircraft Painter 29.63
23060 - Aircraft Servicer 26.44
23070 - Aircraft Survival Flight Equipment Technician 29.63
23080 - Aircraft Worker 28.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.03

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.21
II
23110 - Appliance Mechanic 29.90
23120 - Bicycle Repairer 21.62
23125 - Cable Splicer 31.60
23130 - Carpenter Maintenance 27.24
23140 - Carpet Layer 28.03
23160 - Electrician Maintenance 34.07
23181 - Electronics Technician Maintenance I 28.03
23182 - Electronics Technician Maintenance II 29.63
23183 - Electronics Technician Maintenance III 31.21
23260 - Fabric Worker 26.44
23290 - Fire Alarm System Mechanic 31.21
23310 - Fire Extinguisher Repairer 24.81
23311 - Fuel Distribution System Mechanic 31.60
23312 - Fuel Distribution System Operator 26.03
23370 - General Maintenance Worker 18.62
23380 - Ground Support Equipment Mechanic 31.21
23381 - Ground Support Equipment Servicer 26.44
23382 - Ground Support Equipment Worker 28.03
23391 - Gunsmith I 24.81
23392 - Gunsmith II 28.03
23393 - Gunsmith III 31.21
23410 - Heating Ventilation And Air-Conditioning 26.12
Mechanic
23411 - Heating Ventilation And Air Contidioning 27.09
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 27.03
23460 - Instrument Mechanic 31.21
23465 - Laboratory/Shelter Mechanic 29.63
23470 - Laborer 14.50
23510 - Locksmith 29.63
23530 - Machinery Maintenance Mechanic 31.60
23550 - Machinist Maintenance 25.99
23580 - Maintenance Trades Helper 19.32
23591 - Metrology Technician I 31.21
23592 - Metrology Technician II 32.81
23593 - Metrology Technician III 34.37
23640 - Millwright 31.21
23710 - Office Appliance Repairer 29.63
23760 - Painter Maintenance 24.22
23790 - Pipefitter Maintenance 29.70
23810 - Plumber Maintenance 28.20
23820 - Pneudraulic Systems Mechanic 31.21
23850 - Rigger 31.21
23870 - Scale Mechanic 28.03
23890 - Sheet-Metal Worker Maintenance 31.21
23910 - Small Engine Mechanic 27.06
23931 - Telecommunications Mechanic I 27.44

23932 - Telecommunications Mechanic II 28.85
23950 - Telephone Lineman 31.60
23960 - Welder Combination Maintenance 26.12
23965 - Well Driller 28.73
23970 - Woodcraft Worker 31.21
23980 - Woodworker 24.81
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 14.59
24580 - Child Care Center Clerk 19.43
24610 - Chore Aide 12.39
24620 - Family Readiness And Support Services Coordinator 20.70
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.21
25040 - Sewage Plant Operator 29.48
25070 - Stationary Engineer 31.21
25190 - Ventilation Equipment Tender 23.18
25210 - Water Treatment Plant Operator 29.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.43
27007 - Baggage Inspector 15.79
27008 - Corrections Officer 30.98
27010 - Court Security Officer 30.98
27030 - Detection Dog Handler 18.18
27040 - Detention Officer 30.98
27070 - Firefighter 24.44
27101 - Guard I 15.79
27102 - Guard II 18.18
27131 - Police Officer I 41.96
27132 - Police Officer II 46.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.04
28042 - Carnival Equipment Repairer 14.67
28043 - Carnival Worker 10.96
28210 - Gate Attendant/Gate Tender 18.12
28310 - Lifeguard 14.39
28350 - Park Attendant (Aide) 20.28
28510 - Recreation Aide/Health Facility Attendant 14.80
28515 - Recreation Specialist 25.12
28630 - Sports Official 16.15
28690 - Swimming Pool Operator 23.54
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.03
29020 - Hatch Tender 28.03
29030 - Line Handler 28.03
29041 - Stevedore I 26.44
29042 - Stevedore II 29.63
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 18.02
30022 - Archeological Technician II 20.17
30023 - Archeological Technician III 24.55
30030 - Cartographic Technician 24.55
30040 - Civil Engineering Technician 22.36
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 18.02
30062 - Drafter/CAD Operator II 20.17
30063 - Drafter/CAD Operator III 22.50
30064 - Drafter/CAD Operator IV 27.19
30081 - Engineering Technician I 16.00
30082 - Engineering Technician II 17.96
30083 - Engineering Technician III 20.10
30084 - Engineering Technician IV 24.88
30085 - Engineering Technician V 30.45
30086 - Engineering Technician VI 36.85
30090 - Environmental Technician 32.32
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 18.73
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 26.12
30361 - Paralegal/Legal Assistant I 20.22
30362 - Paralegal/Legal Assistant II 25.06
30363 - Paralegal/Legal Assistant III 30.36
30364 - Paralegal/Legal Assistant IV 37.09
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 25.32
30462 - Technical Writer II 30.65
30463 - Technical Writer III 33.09
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.21
30502 - Weather Forecaster II 34.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.50
30621 - Weather Observer Senior (see 2) 24.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.34
31030 - Bus Driver 19.54

31043 - Driver Courier	16.67
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.87
31310 - Taxi Driver	16.07
31361 - Truckdriver Light	17.87
31362 - Truckdriver Medium	19.02
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.46
99050 - Desk Clerk	12.58
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.88
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	24.88
99310 - Mortician	25.35
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.82
99711 - Recycling Specialist	23.01
99730 - Refuse Collector	18.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	16.97
99830 - Survey Party Chief	36.28
99831 - Surveying Aide	24.46
99832 - Surveying Technician	26.60
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	23.85
99842 - Vending Machine Repairer Helper	19.92

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

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.: 2015-5673
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: California

Area: California Counties of Del Norte Humboldt Lake Mendocino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		16.41
01042 - Customer Service Representative II		18.46
01043 - Customer Service Representative III		20.14
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.20
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50

01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.72
01191 - Order Clerk I	15.10
01192 - Order Clerk II	16.48
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	26.63
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	25.83
01420 - Survey Worker	20.08
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.33
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.64
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.52
07042 - Cook II	17.83
07070 - Dishwasher	13.47
07130 - Food Service Worker	13.59
07210 - Meat Cutter	20.08
07260 - Waiter/Waitress	12.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49

09040 - Furniture Handler	16.36
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer Minor	21.92
09130 - Upholsterer	24.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.18
11060 - Elevator Operator	14.69
11090 - Gardener	18.77
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.74
11240 - Maid or Houseman	13.19
11260 - Pruner	13.50
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.79
12011 - Breath Alcohol Technician	22.99
12012 - Certified Occupational Therapist Assistant	33.50
12015 - Certified Physical Therapist Assistant	31.54
12020 - Dental Assistant	20.24
12025 - Dental Hygienist	49.41
12030 - EKG Technician	37.00
12035 - Electroneurodiagnostic Technologist	37.00
12040 - Emergency Medical Technician	17.79
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	18.19
12130 - Medical Laboratory Technician	22.60
12160 - Medical Record Clerk	18.51
12190 - Medical Record Technician	20.71
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	53.65
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	21.05
12236 - Optical Technician	21.82
12250 - Pharmacy Technician	20.99
12280 - Phlebotomist	21.57
12305 - Radiologic Technologist	43.00
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45

12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		30.24
12320 - Substance Abuse Treatment Counselor		17.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		19.77
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		19.79
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.69
14042 - Computer Operator II		18.68
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.13
14045 - Computer Operator V		25.62
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.69
14160 - Personal Computer Support Technician		23.13
14170 - System Support Specialist		30.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.02

15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 21.60
15095 - Technical Instructor/Course Developer 26.48
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.96
19040 - Tool And Die Maker 32.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.33
21030 - Material Coordinator 26.63
21040 - Material Expediter 26.63
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 20.33
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 15.74
21150 - Stock Clerk 20.07
21210 - Tools And Parts Attendant 20.33
21410 - Warehouse Specialist 20.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 22.45
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.30
23040 - Aircraft Mechanic Helper 19.32
23050 - Aircraft Painter 26.71
23060 - Aircraft Servicer 22.45
23070 - Aircraft Survival Flight Equipment Technician 26.71
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.16
23110 - Appliance Mechanic 24.41

23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	37.82
23130 - Carpenter Maintenance	27.48
23140 - Carpet Layer	25.88
23160 - Electrician Maintenance	32.36
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	22.78
23290 - Fire Alarm System Mechanic	27.65
23310 - Fire Extinguisher Repairer	21.20
23311 - Fuel Distribution System Mechanic	30.23
23312 - Fuel Distribution System Operator	23.46
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	21.20
23392 - Gunsmith II	24.34
23393 - Gunsmith III	27.65
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	24.87
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	25.96
23470 - Laborer	15.13
23510 - Locksmith	25.96
23530 - Machinery Maintenance Mechanic	32.07
23550 - Machinist Maintenance	22.09
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	24.41
23760 - Painter Maintenance	26.28
23790 - Pipefitter Maintenance	28.54
23810 - Plumber Maintenance	26.80
23820 - Pneudraulic Systems Mechanic	27.65
23850 - Rigger	27.65
23870 - Scale Mechanic	24.34
23890 - Sheet-Metal Worker Maintenance	27.65
23910 - Small Engine Mechanic	22.36
23931 - Telecommunications Mechanic I	29.67
23932 - Telecommunications Mechanic II	31.38
23950 - Telephone Lineman	30.71
23960 - Welder Combination Maintenance	22.92

23965 - Well Driller	30.03
23970 - Woodcraft Worker	27.65
23980 - Woodworker	21.20
24000 - Personal Needs Occupations	
24550 - Case Manager	17.99
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	12.54
24620 - Family Readiness And Support Services Coordinator	17.99
24630 - Homemaker	17.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.09
25040 - Sewage Plant Operator	27.17
25070 - Stationary Engineer	30.09
25190 - Ventilation Equipment Tender	21.38
25210 - Water Treatment Plant Operator	27.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.11
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	39.35
27010 - Court Security Officer	33.15
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	39.35
27070 - Firefighter	26.95
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	37.48
27132 - Police Officer II	41.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	12.86
28210 - Gate Attendant/Gate Tender	15.22
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	17.03
28510 - Recreation Aide/Health Facility Attendant	12.43
28515 - Recreation Specialist	21.09
28630 - Sports Official	13.56
28690 - Swimming Pool Operator	20.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air 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		28.16
30030 - Cartographic Technician		28.16
30040 - Civil Engineering Technician		28.58
30051 - Cryogenic Technician I		26.84
30052 - Cryogenic Technician II		29.65
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.34
30064 - Drafter/CAD Operator IV		31.19
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.93
30083 - Engineering Technician III		21.17
30084 - Engineering Technician IV		26.23
30085 - Engineering Technician V		32.20
30086 - Engineering Technician VI		38.82
30090 - Environmental Technician		23.61
30095 - Evidence Control Specialist		24.23
30210 - Laboratory Technician		21.81
30221 - Latent Fingerprint Technician I		26.84
30222 - Latent Fingerprint Technician II		29.65
30240 - Mathematical Technician		28.16
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		24.85
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.76
30375 - Petroleum Supply Specialist		29.65
30390 - Photo-Optics Technician		28.16
30395 - Radiation Control Technician		29.65
30461 - Technical Writer I		24.40
30462 - Technical Writer II		29.85
30463 - Technical Writer III		36.10
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		31.19
30502 - Weather Forecaster II		37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.34
30621 - Weather Observer Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.63
31030 - Bus Driver		18.98
31043 - Driver Courier		16.63
31260 - Parking and Lot Attendant		15.02
31290 - Shuttle Bus Driver		17.99

31310 - Taxi Driver	15.18
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.47
31363 - Truckdriver Heavy	24.08
31364 - Truckdriver Tractor-Trailer	24.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.24
99050 - Desk Clerk	13.70
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	23.46
99310 - Mortician	25.35
99410 - Pest Controller	17.46
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.90
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	21.52
99810 - Sales Clerk	12.79
99820 - School Crossing Guard	17.73
99830 - Survey Party Chief	40.47
99831 - Surveying Aide	21.97
99832 - Surveying Technician	30.16
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

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.: 2015-5674
Revision No.: 11
Date Of Last Revision: 07/27/2020

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: California

Area: California Counties of Del Norte Humboldt Lake Mendocino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		16.41
01042 - Customer Service Representative II		18.46
01043 - Customer Service Representative III		20.14
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.20
01070 - Document Preparation Clerk		14.72

01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	13.29
01112 - General Clerk II	14.50
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.72
01191 - Order Clerk I	15.10
01192 - Order Clerk II	16.48
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	26.63
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	25.83
01420 - Survey Worker	20.08
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.54
01533 - Travel Clerk III	16.69
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.33
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.64
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.52
07042 - Cook II	17.83
07070 - Dishwasher	13.47
07130 - Food Service Worker	13.59
07210 - Meat Cutter	20.08

07260 - Waiter/Waitress	12.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49
09040 - Furniture Handler	16.36
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer Minor	21.92
09130 - Upholsterer	24.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.18
11060 - Elevator Operator	14.69
11090 - Gardener	18.77
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.74
11240 - Maid or Houseman	13.19
11260 - Pruner	13.50
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.79
12011 - Breath Alcohol Technician	22.99
12012 - Certified Occupational Therapist Assistant	33.50
12015 - Certified Physical Therapist Assistant	31.54
12020 - Dental Assistant	20.24
12025 - Dental Hygienist	49.41
12030 - EKG Technician	37.00
12035 - Electroneurodiagnostic Technologist	37.00
12040 - Emergency Medical Technician	17.79
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	18.19
12130 - Medical Laboratory Technician	22.60
12160 - Medical Record Clerk	18.51
12190 - Medical Record Technician	20.71
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	53.65
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	21.05
12236 - Optical Technician	21.82
12250 - Pharmacy Technician	20.99
12280 - Phlebotomist	21.57
12305 - Radiologic Technologist	43.00
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98

12313 - Registered Nurse II Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III Anesthetist		60.45
12316 - Registered Nurse IV		68.50
12317 - Scheduler (Drug and Alcohol Testing)		30.24
12320 - Substance Abuse Treatment Counselor		17.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		19.77
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		19.79
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.69
14042 - Computer Operator II		18.68
14043 - Computer Operator III		20.82
14044 - Computer Operator IV		23.13
14045 - Computer Operator V		25.62
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.69
14160 - Personal Computer Support Technician		23.13
14170 - System Support Specialist		30.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		38.90

15070 - Flight Instructor (Pilot) 51.27
15080 - Graphic Artist 24.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.02
15086 - Maintenance Test Pilot Rotary Wing 40.02
15088 - Non-Maintenance Test/Co-Pilot 40.02
15090 - Technical Instructor 21.60
15095 - Technical Instructor/Course Developer 26.48
15110 - Test Proctor 17.84
15120 - Tutor 17.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.69
16030 - Counter Attendant 14.69
16040 - Dry Cleaner 16.79
16070 - Finisher Flatwork Machine 14.69
16090 - Presser Hand 14.69
16110 - Presser Machine Drycleaning 14.69
16130 - Presser Machine Shirts 14.69
16160 - Presser Machine Wearing Apparel Laundry 14.69
16190 - Sewing Machine Operator 17.49
16220 - Tailor 18.20
16250 - Washer Machine 15.39
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.96
19040 - Tool And Die Maker 32.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.33
21030 - Material Coordinator 26.63
21040 - Material Expediter 26.63
21050 - Material Handling Laborer 15.20
21071 - Order Filler 15.43
21080 - Production Line Worker (Food Processing) 20.33
21110 - Shipping Packer 16.20
21130 - Shipping/Receiving Clerk 16.20
21140 - Store Worker I 15.74
21150 - Stock Clerk 20.07
21210 - Tools And Parts Attendant 20.33
21410 - Warehouse Specialist 20.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 22.45
23021 - Aircraft Mechanic I 27.16
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.30
23040 - Aircraft Mechanic Helper 19.32
23050 - Aircraft Painter 26.71
23060 - Aircraft Servicer 22.45
23070 - Aircraft Survival Flight Equipment Technician 26.71
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.16
23110 - Appliance Mechanic 24.41
23120 - Bicycle Repairer 18.13
23125 - Cable Splicer 37.82
23130 - Carpenter Maintenance 27.48
23140 - Carpet Layer 25.88
23160 - Electrician Maintenance 32.36
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.33
23183 - Electronics Technician Maintenance III 31.66
23260 - Fabric Worker 22.78
23290 - Fire Alarm System Mechanic 27.65
23310 - Fire Extinguisher Repairer 21.20
23311 - Fuel Distribution System Mechanic 30.23
23312 - Fuel Distribution System Operator 23.46
23370 - General Maintenance Worker 20.27
23380 - Ground Support Equipment Mechanic 27.16
23381 - Ground Support Equipment Servicer 22.45
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 21.20
23392 - Gunsmith II 24.34
23393 - Gunsmith III 27.65
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 24.87
23440 - Heavy Equipment Operator 29.93
23460 - Instrument Mechanic 28.78
23465 - Laboratory/Shelter Mechanic 25.96
23470 - Laborer 15.13
23510 - Locksmith 25.96
23530 - Machinery Maintenance Mechanic 32.07
23550 - Machinist Maintenance 22.09
23580 - Maintenance Trades Helper 17.41
23591 - Metrology Technician I 28.78
23592 - Metrology Technician II 30.43
23593 - Metrology Technician III 32.11
23640 - Millwright 27.90
23710 - Office Appliance Repairer 24.41
23760 - Painter Maintenance 26.28
23790 - Pipefitter Maintenance 28.54
23810 - Plumber Maintenance 26.80
23820 - Pneudraulic Systems Mechanic 27.65
23850 - Rigger 27.65
23870 - Scale Mechanic 24.34
23890 - Sheet-Metal Worker Maintenance 27.65
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 29.67

23932 - Telecommunications Mechanic II 31.38
23950 - Telephone Lineman 30.71
23960 - Welder Combination Maintenance 22.92
23965 - Well Driller 30.03
23970 - Woodcraft Worker 27.65
23980 - Woodworker 21.20
24000 - Personal Needs Occupations
24550 - Case Manager 17.99
24570 - Child Care Attendant 12.80
24580 - Child Care Center Clerk 15.96
24610 - Chore Aide 12.54
24620 - Family Readiness And Support Services Coordinator 17.99
24630 - Homemaker 17.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.09
25040 - Sewage Plant Operator 27.17
25070 - Stationary Engineer 30.09
25190 - Ventilation Equipment Tender 21.38
25210 - Water Treatment Plant Operator 27.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.11
27007 - Baggage Inspector 17.26
27008 - Corrections Officer 39.35
27010 - Court Security Officer 33.15
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 39.35
27070 - Firefighter 26.95
27101 - Guard I 17.26
27102 - Guard II 21.22
27131 - Police Officer I 37.48
27132 - Police Officer II 41.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.59
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 12.86
28210 - Gate Attendant/Gate Tender 15.22
28310 - Lifeguard 13.01
28350 - Park Attendant (Aide) 17.03
28510 - Recreation Aide/Health Facility Attendant 12.43
28515 - Recreation Specialist 21.09
28630 - Sports Official 13.56
28690 - Swimming Pool Operator 20.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.29
29020 - Hatch Tender 28.29
29030 - Line Handler 28.29
29041 - Stevedore I 26.44
29042 - Stevedore II 30.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air 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 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 28.58
30051 - Cryogenic Technician I 26.84
30052 - Cryogenic Technician II 29.65
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 24.23
30210 - Laboratory Technician 21.81
30221 - Latent Fingerprint Technician I 26.84
30222 - Latent Fingerprint Technician II 29.65
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 18.92
30362 - Paralegal/Legal Assistant II 24.85
30363 - Paralegal/Legal Assistant III 30.39
30364 - Paralegal/Legal Assistant IV 36.76
30375 - Petroleum Supply Specialist 29.65
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 29.65
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.63
31030 - Bus Driver 18.98

31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	15.02
31290 - Shuttle Bus Driver	17.99
31310 - Taxi Driver	15.18
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.47
31363 - Truckdriver Heavy	24.08
31364 - Truckdriver Tractor-Trailer	24.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.24
99050 - Desk Clerk	13.70
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	23.46
99310 - Mortician	25.35
99410 - Pest Controller	17.46
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.90
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	21.52
99810 - Sales Clerk	12.79
99820 - School Crossing Guard	17.73
99830 - Survey Party Chief	40.47
99831 - Surveying Aide	21.97
99832 - Surveying Technician	30.16
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

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))."