

SCA Wage Determinations 2023

States/Territories M

States/Territories: Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana

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Summary Values

States/Territories Count: 8

WD Count: 130

Row Count: 530

Lookup Table

Maine

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4001</u>	12/27/2022	22	Maine	Hancock	Amherst, Aurora, Dedham, Osborn, Otis
<u>2015-4001</u>	12/27/2022	22	Maine	Penobscot	Alton, Argyle, Bangor, Bradford, Bradley, Brewer, Burlington, Carmel, Charleston, Clifton, Corinth, Dixmont, Eddington, Edinburg, Enfield, Etna, Exeter, Garland, Glenburn, Grand Falls, Greenbush, Greenfield, Hampden, Hermon, Holden, Howland, Hudson, Kenduskeag, Lagrange, Levant, Milford, Newburgh, Newport, Old Town, Orono, Orrington, Passadumkeag, Penobscot Indian, Stetson, Summit, Veazie
<u>2015-4001</u>	12/27/2022	22	Maine	Piscataquis	Orneville
<u>2015-4001</u>	12/27/2022	22	Maine	Waldo	Winterport
<u>2015-4003</u>	12/27/2022	22	Maine	Androscoggin	Auburn, Greene, Leeds, Lewiston, Lisbon, Mechanic Falls, Minot, Poland, Sabattus, Turner, Wales
<u>2015-4003</u>	12/27/2022	22	Maine	Kennebec	Monmouth
<u>2015-4003</u>	12/27/2022	22	Maine	Oxford	Buckfield, Hartford, Hebron, Oxford
<u>2015-4005</u>	12/27/2022	22	Maine	Androscoggin	Durham
<u>2015-4005</u>	12/27/2022	22	Maine	Cumberland	Baldwin, Cape Elizabeth, Casco, Chebeague,

						Cumberland, Falmouth, Freeport, Frye, Gorham, Gray, Long Island, Naples, New Gloucester, North Yarmouth, Portland, Pownal, Raymond, Scarborough, Sebago, South Portland, Standish, Westbrook, Windham, Yarmouth
<u>2015-4005</u>	12/27/2022	22	Maine	York		Arundel, Biddeford, Buxton, Cornish, Dayton, Hollis, Kennebunk, Kennebunkport, Limerick, Limington, Lyman, Old Orchard Beach, Saco, Waterboro
<u>2015-4007</u>	12/27/2022	22	Maine	Aroostook		Allagash, Amity, Ashland, Bancroft, Benedicta, Big Twenty, Blaine, Bragg Tract, Bridgewater, Camp Dana, Caribou, Cary, Castle Hill, Caswell, Central, Chapman, Clayton Lake, Connor, Cox Patent, Crystal, Cyr, Dry Town, Dudley, Dyer Brook, E, Eagle Lake, Easton, Forkstown, Fort Fairfield, Fort Kent, Frenchville, Garfield, Glenwood, Grand Isle, Griswold, Guerette Or Oullette, Hamlin, Hammond, Harvey Siding, Haynesville, Hersey, Hodgdon, Houlton, Island Falls, Limestone, Linneus, Littleton,

					Ludlow, Macwahoc, Madawaska, Mapleton, Mars Hill, Masardis, Merrill, Molunkus, Monticello, Moro, Nashville, New Canada, New Limerick, New Sweden, North Yarmouth Academy, Northern, Oakfield, Orient, Oxbow, Perham, Portage Lake, Presque Isle, Red Point Or Sinclair, Reed, Seven Islands, Sherman, Silver Ridge, Smyrna, Southern Squapan, St Croix, St Agatha, St Francis, St John, Stockholm, Upper Molunkus, Van Buren, Wade, Walker Or Colbath, Wallagrass, Washburn, Webbertown, Westfield, Westmanland, Weston, Winterville, Woodland
<u>2015-4007</u>	12/27/2022	22	Maine	Hancock	Bar Harbor, Blue Hill, Brooklin, Brooksville, Bucksport, Castine, Cranberry Isles, Deer Isle, East Hancock, Eastbrook, Ellsworth, Fletchers Landing, Franklin, Gouldsboro, Great Pond, Hancock, Lamoine, Long Island, Mariaville, Mount Desert, Myra, Orland, Penobscot, Sedgwick, Sorrento,

					Southwest Harbor, Stonington, Sullivan, Surry, Swans Island, Tremont, Trenton, Verona, Waltham, Winter Harbor
<u>2015-4007</u>	12/27/2022	22	Maine	Penobscot	Carroll, Chester, Corinna, Dexter, Drew, East Millinocket, Grindstone, Herseytown, Hopkins Academy, Kingman, Lakeville, Lee, Lincoln, Long A, Lowell, Mattamiscontis, Mattawamkeag, Maxfield, Medway, Millinocket, Mount Chase, North Penobscot, Patten, Plymouth, Prentiss, Remaining Unorganized Territory, Seboeis, Soldiertown, Springfield, Stacyville, T3 Indian Purchase, T4 Indian Purchase, Veazie Gore, Webster, Whitney, Winn, Woodville
<u>2015-4007</u>	12/27/2022	22	Maine	Piscataquis	Abbot, Atkinson, Barnard, Bear Pond, Beaver Cove, Blanchard, Bowdoin College Grant East, Bowdoin College Grant West, Bowerbank, Brownville, Chesuncook, Churchill Depot, Cove Point, Days Academy Grant, Dover-Foxcroft, Eagle Lake, East Middlesex

Canal,
 Elliotsville,
 Frenchtown,
 Greenville,
 Guilford,
 Harfords Point,
 Katahdin Iron
 Works, Kineo,
 Kingsbury, Lake
 View, Lilly
 Bay, Little
 Squaw, Lobster,
 Medford, Milo,
 Monson, Mount
 Katahdin,
 Nesourdnahunk,
 Northeast
 Carry,
 Packards,
 Parkman,
 Rainbow,
 Remaining
 Unorganized,
 Ripogenus,
 Sangerville,
 Sebec,
 Shawtown,
 Shirley, Soper
 Mountain,
 Spencer Bay,
 Trout Brook,
 Wellington,
 Williamsburg,
 Willimantic

2015-4007	12/27/2022	22	Maine	Washington	Addison, Alexander, Baileyville, Baring, Beals, Beddington, Brookton, Calais, Centerville, Charlotte, Cherryfield, Codyville, Columbia Falls, Columbia, Cooper, Crawford, Cutler, Danforth, Deblois, Dennysville, Devereaux, Dyer, East Central Washington, East Machias, Eastport, Edmunds, Forest City, Forest, Fowler, Grand Lake Stream, Harrington, Indian State, Jonesboro, Jonesport, Kossuth, Lambert Lake, Lubec, Machias, Machiasport,
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					Marion, Marshfield, Meddybemps, Milbridge, No 14 Plantation Lunds, No 21 Plantation Big Lake, North Washington, Northfield, Pembroke, Perry, Pleasant Point, Princeton, Robbinston, Roque Bluffs, Steuben, Talmadge, Topsfield, Trescott, Vancboro, Waite, Wesley, Whiting, Whitneyville
<u>2015-4009</u>	12/27/2022	22	Maine	Androscoggin	Livermore Falls, Livermore
<u>2015-4009</u>	12/27/2022	22	Maine	Cumberland	Bridgton, Brunswick, Harpwell, Harrison
<u>2015-4009</u>	12/27/2022	22	Maine	Franklin	Alder Stream, Avon, Beattie, Berlin, Bigelow, Carrabassett, Carthage, Chain Of Ponds, Chesterville, Coburn Gore, Coplin, Dallas, Davis, Eustis, Farmington, Freeman, Gorham Gore, Industry, Jay, Jim Pond, Kibby, Kingfield, Lang, Lowelltown, Madrid, Massachusetts Gore, Merrills Strip, Mount Abram, New Sharon, New Vineyard, Perkins, Phillips, Rangeley Plantation, Rangeley, Redington, Salem, Sandy River, Seven Ponds, Skinner, Stetsontown, Strong, Temple, Tim Pond, Township D, Township E,

					Washington, Weld, Wilton, Wyman
<u>2015-4009</u>	12/27/2022	22	Maine	Kennebec	Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop
<u>2015-4009</u>	12/27/2022	22	Maine	Knox	Appleton, Camden, Cushing, Friendship, Hope, Isle Au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St George, Thomaston, Union, Vinalhaven, Warren, Washington
<u>2015-4009</u>	12/27/2022	22	Maine	Lincoln	Alna, Boothbay Harbor, Boothbay, Bremen, Bristol, Damariscotta, Dresden, Edgecomb, Hibberts Gore, Jefferson, Monhegan, Newcastle, Nobleboro, Somerville, South Bristol, Southport, Waldoboro, Westport, Whitefield, Wiscasset
<u>2015-4009</u>	12/27/2022	22	Maine	Oxford	Adamstown, Albany, Andover N Surplus, Andover,

					Andover W Surplus, Batchelders Grant, Bethel, Bowmantown, Brownfield, Byron, C Surplus, Canton, Denmark, Dixfield, Fryeburg, Gilead, Grafton, Greenwood, Hanover, Hiram, Lincoln, Lovell, Lower Cupsuptic, Lynchtown, Magalloway, Mason, Mexico, Milton, Newry, Norway, Oxbow, Paris, Parkertown, Parmachenee, Peru, Porter, Richardsontown, Riley, Roxbury, Rumford, Stoneham, Stow, Sumner, Sweden, Township C, Upper Cupsuptic, Upton, Waterford, West Paris, Woodstock
<u>2015-4009</u>	12/27/2022	22	Maine	Sagadahoc	Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins, Phippsburg, Richmond, Topsham, West Bath, Woolwich
<u>2015-4009</u>	12/27/2022	22	Maine	Somerset	Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain, Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua, Brighton, Cambridge, Canaan, Caratunk, Carrying Place, Chase Stream, Comstock, Concord, Cornville, Dead River, Dennistown,

Detroit, Dole
 Brook, East
 Moxie, Elm
 Stream, Embden,
 Fairfield,
 Flagstaff,
 Forysth,
 Hammond,
 Harmony,
 Hartland,
 Highland,
 Hobbstown,
 Holeb, Indian
 Stream,
 Jackman,
 Johnson
 Mountain, King
 And Bartlett,
 Lexington,
 Little W, Long
 Pond, Lower
 Enchanted,
 Madison,
 Mayfield,
 Mercer, Misery
 Gore, Misery,
 Moose River,
 Moscow, Moxie
 Gore, New
 Portland,
 Norridgewock,
 Palmyra, Parlin
 Pond, Pierce
 Pond,
 Pittsfield,
 Pittston
 Academy,
 Pleasant Ridge,
 Plymouth,
 Prentiss,
 Ripley,
 Rockwood Strip,
 Russell Pond,
 Sandbar Tract,
 Sandwich
 Academy, Sandy
 Bay, Sapling,
 Seboomook Lake,
 Skowhegan,
 Smithfield,
 Solon,
 Somerset/Bald
 Mountain,
 Squaretown, St
 John, St
 Albans, Starks,
 Taunton And
 Raynham, The
 Forks,
 Thorndike,
 Tomhegan, Upper
 Enchanted, West
 Forks, West
 Middlesex

<u>2015-4009</u>	12/27/2022	22	Maine	Waldo	Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro,
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					Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport, Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville, Thorndike, Troy, Unity, Waldo
<u>2015-4009</u>	12/27/2022	22	Maine	York	Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield, Sanford, Shapleigh, Wells, York
<u>2015-4011</u>	12/27/2022	22	Maine	York	Eliot, Kittery
<u>2015-4015</u>	12/27/2022	23	Maine	York	Berwick, Lebanon, South Berwick

Maryland

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4215</u>	12/27/2022	20	Maryland	Cecil	
<u>2015-4265</u>	12/27/2022	22	Maryland	Anne Arundel	
<u>2015-4265</u>	12/27/2022	22	Maryland	Baltimore	
<u>2015-4265</u>	12/27/2022	22	Maryland	Baltimore City	
<u>2015-4265</u>	12/27/2022	22	Maryland	Carroll	
<u>2015-4265</u>	12/27/2022	22	Maryland	Harford	
<u>2015-4265</u>	12/27/2022	22	Maryland	Howard	
<u>2015-4267</u>	12/27/2022	21	Maryland	Queen Anne'S	
<u>2015-4269</u>	12/27/2022	21	Maryland	Frederick	
<u>2015-4269</u>	12/27/2022	21	Maryland	Montgomery	
<u>2015-4271</u>	12/27/2022	21	Maryland	Somerset	
<u>2015-4271</u>	12/27/2022	21	Maryland	Wicomico	
<u>2015-4271</u>	12/27/2022	21	Maryland	Worcester	
<u>2015-4275</u>	12/27/2022	21	Maryland	Caroline	
<u>2015-4275</u>	12/27/2022	21	Maryland	Dorchester	
<u>2015-4275</u>	12/27/2022	21	Maryland	Kent	
<u>2015-4275</u>	12/27/2022	21	Maryland	Talbot	
<u>2015-4277</u>	12/27/2022	21	Maryland	Garrett	

<u>2015-4279</u>	12/27/2022	20	Maryland	St Mary'S
<u>2015-4281</u>	12/27/2022	25	Maryland	Calvert
<u>2015-4281</u>	12/27/2022	25	Maryland	Charles
<u>2015-4281</u>	12/27/2022	25	Maryland	Prince George'S
<u>2015-4289</u>	12/27/2022	22	Maryland	Allegany
<u>2015-4293</u>	12/27/2022	22	Maryland	Washington

Massachusetts

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4029</u>	12/27/2022	22	Massachusetts	Essex	Amesbury, Georgetown, Groveland, Haverhill, Merrimac, Newburyport, North Andover, Salisbury, West Newbury
<u>2015-4033</u>	12/27/2022	24	Massachusetts	Essex	Essex, Lawrence, Methuen
<u>2015-4035</u>	12/27/2022	23	Massachusetts	Middlesex	Ashby, Ayer, Billerica, Chelmsford, Dracut, Groton, Littleton, Lowell, Shirley, Tewksbury, Townsend, Tyngsborough, Westford, Harvard
<u>2015-4039</u>	12/27/2022	23	Massachusetts	Middlesex	Dunstable, Pepperell
<u>2015-4041</u>	12/27/2022	23	Massachusetts	Essex	Marblehead, Swampscott
<u>2015-4045</u>	12/27/2022	24	Massachusetts	Barnstable	Barnstable, Bourne, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Sandwich, Wellfleet, Yarmouth
<u>2015-4045</u>	12/27/2022	24	Massachusetts	Plymouth	Marion, Wareham
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Bristol	Mansfield
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Essex	Lynnfield
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Middlesex	Acton, Arlington, Bedford,

					Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Norfolk	Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Plymouth	Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Suffolk	Boston, Chelsea, Revere, Winthrop
<u>2015-4047</u>	12/27/2022	22	Massachusetts	Worcester	Berlin,

<u>2015-4049</u>	12/27/2022	23	Massachusetts	Essex	Bolton Andover, Boxford, Gloucester, Hamilton, Ipswich, Manchester By The Sea, Middleton, Newbury, Rockport, Rowley, Topsfield, Wenham
<u>2015-4051</u>	12/27/2022	23	Massachusetts	Plymouth	Hanson
<u>2015-4053</u>	12/27/2022	23	Massachusetts	Bristol	Easton
<u>2015-4053</u>	12/27/2022	23	Massachusetts	Norfolk	Avon
<u>2015-4053</u>	12/27/2022	23	Massachusetts	Plymouth	Bridgewater, Brockton, East Bridgewater, West Bridgewater, Whitman
<u>2015-4055</u>	12/27/2022	24	Massachusetts	Middlesex	Ashland, Framingham, Holliston, Hopkinton, Hudson, Marlborough, Natick, Sudbury
<u>2015-4055</u>	12/27/2022	24	Massachusetts	Worcester	Hopedale, Mendon, Milford, Southborough
<u>2015-4061</u>	12/27/2022	25	Massachusetts	Worcester	Ashburnham, Fitchburg, Gardner, Leominster, Lunenburg, Phillipston, Royalston, Templeton, Westminster, Winchendon
<u>2015-4063</u>	12/27/2022	23	Massachusetts	Bristol	Acushnet, Dartmouth, Fairhaven, New Bedford
<u>2015-4063</u>	12/27/2022	23	Massachusetts	Plymouth	Mattapoisett
<u>2015-4065</u>	12/27/2022	23	Massachusetts	Essex	Lynn, Nahant, Saugus
<u>2015-4067</u>	12/27/2022	24	Massachusetts	Essex	Beverly, Danvers, Peabody, Salem
<u>2015-4069</u>	12/27/2022	22	Massachusetts	Berkshire	Adams, Becket, Cheshire, Dalton, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Peru, Pittsfield,

					Richmond, Savoy, Washington, Windsor
<u>2015-4069</u>	12/27/2022	22	Massachusetts	Hampshire	Middlefield
<u>2015-4071</u>	12/27/2022	23	Massachusetts	Bristol	Norton, Raynham
<u>2015-4071</u>	12/27/2022	23	Massachusetts	Plymouth	Lakeville, Middleborough
<u>2015-4073</u>	12/27/2022	23	Massachusetts	Bristol	Berkley, Dighton, Freetown, Taunton
<u>2015-4073</u>	12/27/2022	23	Massachusetts	Plymouth	Rochester
<u>2015-4075</u>	12/27/2022	22	Massachusetts	Barnstable	Provincetown, Truro
<u>2015-4075</u>	12/27/2022	22	Massachusetts	Dukes	Chilmark, Edgartown, Gay Head, Gosnold, Oak Bluffs, Tisbury, West Tisbury
<u>2015-4075</u>	12/27/2022	22	Massachusetts	Nantucket	Nantucket
<u>2015-4077</u>	12/27/2022	23	Massachusetts	Berkshire	Alford, Egremont, Great Barrington, Monterey, Mount Washington, New Marlborough, Otis, Sandisfield, Sheffield, Stockbridge, Tyringham, West Stockbridge
<u>2015-4079</u>	12/27/2022	22	Massachusetts	Berkshire	Clarksburg, Florida, Hancock, North Adams, Williamstown
<u>2015-4079</u>	12/27/2022	22	Massachusetts	Franklin	Bernardston, Buckland, Charlemont, Colrain, Erving, Gill, Greenfield, Hawley, Heath, Leyden, Monroe, Montague, Northfield, Rowe, Shelburne
<u>2015-4079</u>	12/27/2022	22	Massachusetts	Hampshire	Plainfield
<u>2015-4081</u>	12/27/2022	22	Massachusetts	Franklin	New Salem, Orange, Warwick
<u>2015-4081</u>	12/27/2022	22	Massachusetts	Worcester	Athol, Hardwick, Petersham
<u>2015-4083</u>	12/27/2022	22	Massachusetts	Bristol	Attleboro,

					North Attleborough, Rehoboth, Seekonk Plainville
<u>2015-4083</u>	12/27/2022	22	Massachusetts	Norfolk	
<u>2015-4083</u>	12/27/2022	22	Massachusetts	Worcester	Blackstone, Millville
<u>2015-4085</u>	12/27/2022	23	Massachusetts	Norfolk	Bellingham
<u>2015-4087</u>	12/27/2022	23	Massachusetts	Bristol	Fall River, Somerset, Swansea, Westport
<u>2015-4095</u>	12/27/2022	23	Massachusetts	Franklin	Ashfield Town, Conway Town, Deerfield Town, Leverett Town, Shutesbury Town, Sunderland Town, Wendell Town, Whately Town
<u>2015-4095</u>	12/27/2022	23	Massachusetts	Hampden	Agawam City, Blandford Town, Chester Town, Chicopee City, East Longmeadow Town, Granville Town, Hampden Town, Holyoke City, Longmeadow Town, Ludlow Town, Monson Town, Montgomery Town, Palmer Town, Russell Town, Southwick Town, Springfield City, Tolland Town, Wales Town, West Springfield Town, Westfield City, Wilbraham Town
<u>2015-4095</u>	12/27/2022	23	Massachusetts	Hampshire	Amherst Town, Belchertown Town, Chesterfield Town, Cummington Town, Easthampton Town, Goshen Town, Granby Town, Hadley Town,

					Hatfield Town, Huntington Town, Northampton City, Pelham Town, South Hadley Town, Southampton Town, Ware Town, Westhampton Town, Williamsburg Town, Worthington Town
<u>2015-4099</u>	12/27/2022	24	Massachusetts	Worcester	Lancaster, Upton
<u>2015-4101</u>	12/27/2022	22	Massachusetts	Hampden	Brimfield, Holland
<u>2015-4101</u>	12/27/2022	22	Massachusetts	Worcester	Hubbardston, New Braintree, Oakham, Sturbridge, Warren, West Brookfield
<u>2015-4103</u>	12/27/2022	23	Massachusetts	Worcester	Auburn, Barre, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Holden, Leicester, Millbury, North Brookfield, Northborough, Northbridge, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southbridge, Spencer, Sterling, Sutton, Uxbridge, Webster, West Boylston, Westborough, Worcester
<u>2015-5765</u>	12/27/2022	22	Massachusetts	Plymouth	Abington, Halifax

Michigan

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4831</u>	12/27/2022	22	Michigan	Cass	
<u>2015-4833</u>	12/27/2022	21	Michigan	Washtenaw	

<u>2015-4835</u>	12/27/2022	22	Michigan	Calhoun
<u>2015-4837</u>	12/27/2022	20	Michigan	Bay
<u>2015-4839</u>	12/27/2022	20	Michigan	Wayne
<u>2015-4841</u>	12/27/2022	22	Michigan	Genesee
<u>2015-4843</u>	12/27/2022	22	Michigan	Montcalm
<u>2015-4845</u>	12/27/2022	22	Michigan	Barry
<u>2015-4847</u>	12/27/2022	22	Michigan	Kent
<u>2015-4847</u>	12/27/2022	22	Michigan	Ottawa
<u>2015-4851</u>	12/27/2022	20	Michigan	Jackson
<u>2015-4853</u>	12/27/2022	20	Michigan	Kalamazoo
<u>2015-4853</u>	12/27/2022	20	Michigan	Van Buren
<u>2015-4855</u>	12/27/2022	22	Michigan	Clinton
<u>2015-4857</u>	12/27/2022	22	Michigan	Eaton
<u>2015-4857</u>	12/27/2022	22	Michigan	Ingham
<u>2015-4859</u>	12/27/2022	19	Michigan	Monroe
<u>2015-4861</u>	12/27/2022	19	Michigan	Muskegon
<u>2015-4863</u>	12/27/2022	19	Michigan	Berrien
<u>2015-4865</u>	12/27/2022	20	Michigan	Saginaw
<u>2015-4867</u>	12/27/2022	23	Michigan	Lapeer
<u>2015-4867</u>	12/27/2022	23	Michigan	Macomb
<u>2015-4867</u>	12/27/2022	23	Michigan	Oakland
<u>2015-4867</u>	12/27/2022	23	Michigan	St Clair
<u>2015-4869</u>	12/27/2022	24	Michigan	Livingston
<u>2015-4871</u>	12/27/2022	22	Michigan	Alger
<u>2015-4871</u>	12/27/2022	22	Michigan	Baraga
<u>2015-4871</u>	12/27/2022	22	Michigan	Chippewa
<u>2015-4871</u>	12/27/2022	22	Michigan	Delta
<u>2015-4871</u>	12/27/2022	22	Michigan	Dickinson
<u>2015-4871</u>	12/27/2022	22	Michigan	Gogebic
<u>2015-4871</u>	12/27/2022	22	Michigan	Houghton
<u>2015-4871</u>	12/27/2022	22	Michigan	Iron
<u>2015-4871</u>	12/27/2022	22	Michigan	Keweenaw
<u>2015-4871</u>	12/27/2022	22	Michigan	Luce
<u>2015-4871</u>	12/27/2022	22	Michigan	Mackinac
<u>2015-4871</u>	12/27/2022	22	Michigan	Marquette
<u>2015-4871</u>	12/27/2022	22	Michigan	Menominee

<u>2015-4871</u>	12/27/2022	22	Michigan	Ontonagon
<u>2015-4871</u>	12/27/2022	22	Michigan	Schoolcraft
<u>2015-4873</u>	12/27/2022	22	Michigan	Alcona
<u>2015-4873</u>	12/27/2022	22	Michigan	Alpena
<u>2015-4873</u>	12/27/2022	22	Michigan	Arenac
<u>2015-4873</u>	12/27/2022	22	Michigan	Cheboygan
<u>2015-4873</u>	12/27/2022	22	Michigan	Crawford
<u>2015-4873</u>	12/27/2022	22	Michigan	Iosco
<u>2015-4873</u>	12/27/2022	22	Michigan	Montmorency
<u>2015-4873</u>	12/27/2022	22	Michigan	Ogemaw
<u>2015-4873</u>	12/27/2022	22	Michigan	Oscoda
<u>2015-4873</u>	12/27/2022	22	Michigan	Otsego
<u>2015-4873</u>	12/27/2022	22	Michigan	Presque Isle
<u>2015-4873</u>	12/27/2022	22	Michigan	Roscommon
<u>2015-4875</u>	12/27/2022	22	Michigan	Clare
<u>2015-4875</u>	12/27/2022	22	Michigan	Gladwin
<u>2015-4877</u>	12/27/2022	23	Michigan	Antrim
<u>2015-4877</u>	12/27/2022	23	Michigan	Benzie
<u>2015-4877</u>	12/27/2022	23	Michigan	Charlevoix
<u>2015-4877</u>	12/27/2022	23	Michigan	Emmet
<u>2015-4877</u>	12/27/2022	23	Michigan	Grand Traverse
<u>2015-4877</u>	12/27/2022	23	Michigan	Kalkaska
<u>2015-4877</u>	12/27/2022	23	Michigan	Leelanau
<u>2015-4877</u>	12/27/2022	23	Michigan	Manistee
<u>2015-4877</u>	12/27/2022	23	Michigan	Missaukee
<u>2015-4877</u>	12/27/2022	23	Michigan	Wexford
<u>2015-4879</u>	12/27/2022	22	Michigan	Lenawee
<u>2015-4881</u>	12/27/2022	22	Michigan	Gratiot
<u>2015-4881</u>	12/27/2022	22	Michigan	Huron
<u>2015-4881</u>	12/27/2022	22	Michigan	Isabella
<u>2015-4881</u>	12/27/2022	22	Michigan	Lake
<u>2015-4881</u>	12/27/2022	22	Michigan	Mason
<u>2015-4881</u>	12/27/2022	22	Michigan	Mecosta
<u>2015-4881</u>	12/27/2022	22	Michigan	Newaygo
<u>2015-4881</u>	12/27/2022	22	Michigan	Oceana

<u>2015-4881</u>	12/27/2022	22	Michigan	Osceola
<u>2015-4881</u>	12/27/2022	22	Michigan	Sanilac
<u>2015-4881</u>	12/27/2022	22	Michigan	Shiawassee
<u>2015-4881</u>	12/27/2022	22	Michigan	Tuscola
<u>2015-4883</u>	12/27/2022	22	Michigan	Branch
<u>2015-4883</u>	12/27/2022	22	Michigan	Hillsdale
<u>2015-4883</u>	12/27/2022	22	Michigan	Ionia
<u>2015-4883</u>	12/27/2022	22	Michigan	Saint Joseph
<u>2015-4885</u>	12/27/2022	22	Michigan	Allegan
<u>2015-5821</u>	12/27/2022	19	Michigan	Midland

Minnesota

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-4939</u>	12/27/2022	19	Minnesota	Carlton	
<u>2015-4939</u>	12/27/2022	19	Minnesota	St Louis	
<u>2015-4941</u>	12/27/2022	21	Minnesota	Houston	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Anoka	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Carver	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Chisago	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Dakota	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Hennepin	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Isanti	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Ramsey	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Scott	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Washington	
<u>2015-4945</u>	12/27/2022	21	Minnesota	Wright	
<u>2015-4947</u>	12/27/2022	21	Minnesota	Le Sueur	
<u>2015-4947</u>	12/27/2022	21	Minnesota	Mille Lacs	
<u>2015-4947</u>	12/27/2022	21	Minnesota	Sherburne	
<u>2015-4947</u>	12/27/2022	21	Minnesota	Sibley	
<u>2015-4949</u>	12/27/2022	19	Minnesota	Blue Earth	
<u>2015-4949</u>	12/27/2022	19	Minnesota	Nicollet	
<u>2015-4951</u>	12/27/2022	19	Minnesota	Dodge	
<u>2015-4951</u>	12/27/2022	19	Minnesota	Fillmore	
<u>2015-4951</u>	12/27/2022	19	Minnesota	Olmsted	
<u>2015-4951</u>	12/27/2022	19	Minnesota	Wabasha	

<u>2015-4953</u>	12/27/2022	19	Minnesota	Benton
<u>2015-4953</u>	12/27/2022	19	Minnesota	Stearns
<u>2015-4955</u>	12/27/2022	21	Minnesota	Becker
<u>2015-4955</u>	12/27/2022	21	Minnesota	Beltrami
<u>2015-4955</u>	12/27/2022	21	Minnesota	Cass
<u>2015-4955</u>	12/27/2022	21	Minnesota	Clearwater
<u>2015-4955</u>	12/27/2022	21	Minnesota	Crow Wing
<u>2015-4955</u>	12/27/2022	21	Minnesota	Hubbard
<u>2015-4955</u>	12/27/2022	21	Minnesota	Kittson
<u>2015-4955</u>	12/27/2022	21	Minnesota	Lake Of The Woo
<u>2015-4955</u>	12/27/2022	21	Minnesota	Mahnomen
<u>2015-4955</u>	12/27/2022	21	Minnesota	Marshall
<u>2015-4955</u>	12/27/2022	21	Minnesota	Norman
<u>2015-4955</u>	12/27/2022	21	Minnesota	Otter Tail
<u>2015-4955</u>	12/27/2022	21	Minnesota	Pennington
<u>2015-4955</u>	12/27/2022	21	Minnesota	Red Lake
<u>2015-4955</u>	12/27/2022	21	Minnesota	Roseau
<u>2015-4955</u>	12/27/2022	21	Minnesota	Wadena
<u>2015-4955</u>	12/27/2022	21	Minnesota	Wilkin
<u>2015-4957</u>	12/27/2022	21	Minnesota	Douglas
<u>2015-4957</u>	12/27/2022	21	Minnesota	Grant
<u>2015-4957</u>	12/27/2022	21	Minnesota	Morrison
<u>2015-4957</u>	12/27/2022	21	Minnesota	Pope
<u>2015-4957</u>	12/27/2022	21	Minnesota	Stevens
<u>2015-4957</u>	12/27/2022	21	Minnesota	Todd
<u>2015-4957</u>	12/27/2022	21	Minnesota	Traverse
<u>2015-4959</u>	12/27/2022	19	Minnesota	Aitkin
<u>2015-4959</u>	12/27/2022	19	Minnesota	Cook
<u>2015-4959</u>	12/27/2022	19	Minnesota	Itasca
<u>2015-4959</u>	12/27/2022	19	Minnesota	Kanabec
<u>2015-4959</u>	12/27/2022	19	Minnesota	Koochiching
<u>2015-4959</u>	12/27/2022	19	Minnesota	Lake
<u>2015-4959</u>	12/27/2022	19	Minnesota	Pine
<u>2015-4963</u>	12/27/2022	22	Minnesota	Big Stone
<u>2015-4963</u>	12/27/2022	22	Minnesota	Chippewa

<u>2015-4963</u>	12/27/2022	22	Minnesota	Cottonwood
<u>2015-4963</u>	12/27/2022	22	Minnesota	Jackson
<u>2015-4963</u>	12/27/2022	22	Minnesota	Kandiyohi
<u>2015-4963</u>	12/27/2022	22	Minnesota	Lac Qui Parle
<u>2015-4963</u>	12/27/2022	22	Minnesota	Lincoln
<u>2015-4963</u>	12/27/2022	22	Minnesota	Lyon
<u>2015-4963</u>	12/27/2022	22	Minnesota	McLeod
<u>2015-4963</u>	12/27/2022	22	Minnesota	Meeker
<u>2015-4963</u>	12/27/2022	22	Minnesota	Murray
<u>2015-4963</u>	12/27/2022	22	Minnesota	Nobles
<u>2015-4963</u>	12/27/2022	22	Minnesota	Pipestone
<u>2015-4963</u>	12/27/2022	22	Minnesota	Redwood
<u>2015-4963</u>	12/27/2022	22	Minnesota	Renville
<u>2015-4963</u>	12/27/2022	22	Minnesota	Rock
<u>2015-4963</u>	12/27/2022	22	Minnesota	Swift
<u>2015-4963</u>	12/27/2022	22	Minnesota	Yellow Medicine
<u>2015-4965</u>	12/27/2022	19	Minnesota	Brown
<u>2015-4965</u>	12/27/2022	19	Minnesota	Faribault
<u>2015-4965</u>	12/27/2022	19	Minnesota	Freeborn
<u>2015-4965</u>	12/27/2022	19	Minnesota	Goodhue
<u>2015-4965</u>	12/27/2022	19	Minnesota	Martin
<u>2015-4965</u>	12/27/2022	19	Minnesota	Mower
<u>2015-4965</u>	12/27/2022	19	Minnesota	Rice
<u>2015-4965</u>	12/27/2022	19	Minnesota	Steele
<u>2015-4965</u>	12/27/2022	19	Minnesota	Waseca
<u>2015-4965</u>	12/27/2022	19	Minnesota	Watonwan
<u>2015-4965</u>	12/27/2022	19	Minnesota	Winona
<u>2015-4967</u>	12/27/2022	21	Minnesota	Clay
<u>2015-4971</u>	12/27/2022	21	Minnesota	Polk

Mississippi

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<u>2015-4671</u>	12/27/2022	21	Mississippi	Tate	
<u>2015-4671</u>	12/27/2022	21	Mississippi	Tunica	
<u>2015-4673</u>	12/27/2022	21	Mississippi	Benton	
<u>2015-4673</u>	12/27/2022	21	Mississippi	De Soto	

<u>2015-4673</u>	12/27/2022	21	Mississippi	Marshall
<u>2015-5147</u>	12/27/2022	20	Mississippi	Hancock
<u>2015-5147</u>	12/27/2022	20	Mississippi	Harrison
<u>2015-5147</u>	12/27/2022	20	Mississippi	Jackson
<u>2015-5149</u>	12/27/2022	21	Mississippi	Lamar
<u>2015-5151</u>	12/27/2022	21	Mississippi	Forrest
<u>2015-5151</u>	12/27/2022	21	Mississippi	Perry
<u>2015-5153</u>	12/27/2022	20	Mississippi	Copiah
<u>2015-5153</u>	12/27/2022	20	Mississippi	Hinds
<u>2015-5153</u>	12/27/2022	20	Mississippi	Madison
<u>2015-5153</u>	12/27/2022	20	Mississippi	Rankin
<u>2015-5153</u>	12/27/2022	20	Mississippi	Simpson
<u>2015-5153</u>	12/27/2022	20	Mississippi	Yazoo
<u>2015-5157</u>	12/27/2022	20	Mississippi	Alcorn
<u>2015-5157</u>	12/27/2022	20	Mississippi	Calhoun
<u>2015-5157</u>	12/27/2022	20	Mississippi	Chickasaw
<u>2015-5157</u>	12/27/2022	20	Mississippi	Choctaw
<u>2015-5157</u>	12/27/2022	20	Mississippi	Clay
<u>2015-5157</u>	12/27/2022	20	Mississippi	Itawamba
<u>2015-5157</u>	12/27/2022	20	Mississippi	Lafayette
<u>2015-5157</u>	12/27/2022	20	Mississippi	Lee
<u>2015-5157</u>	12/27/2022	20	Mississippi	Lowndes
<u>2015-5157</u>	12/27/2022	20	Mississippi	Monroe
<u>2015-5157</u>	12/27/2022	20	Mississippi	Noxubee
<u>2015-5157</u>	12/27/2022	20	Mississippi	Oktibbeha
<u>2015-5157</u>	12/27/2022	20	Mississippi	Pontotoc
<u>2015-5157</u>	12/27/2022	20	Mississippi	Prentiss
<u>2015-5157</u>	12/27/2022	20	Mississippi	Tishomingo
<u>2015-5157</u>	12/27/2022	20	Mississippi	Union
<u>2015-5157</u>	12/27/2022	20	Mississippi	Webster
<u>2015-5157</u>	12/27/2022	20	Mississippi	Winston
<u>2015-5159</u>	12/27/2022	20	Mississippi	Tippah
<u>2015-5161</u>	12/27/2022	23	Mississippi	Bolivar
<u>2015-5161</u>	12/27/2022	23	Mississippi	Carroll
<u>2015-5161</u>	12/27/2022	23	Mississippi	Coahoma

<u>2015-5161</u>	12/27/2022	23	Mississippi	Grenada
<u>2015-5161</u>	12/27/2022	23	Mississippi	Leflore
<u>2015-5161</u>	12/27/2022	23	Mississippi	Montgomery
<u>2015-5161</u>	12/27/2022	23	Mississippi	Panola
<u>2015-5161</u>	12/27/2022	23	Mississippi	Quitman
<u>2015-5161</u>	12/27/2022	23	Mississippi	Sunflower
<u>2015-5161</u>	12/27/2022	23	Mississippi	Tallahatchie
<u>2015-5161</u>	12/27/2022	23	Mississippi	Washington
<u>2015-5161</u>	12/27/2022	23	Mississippi	Yalobusha
<u>2015-5163</u>	12/27/2022	23	Mississippi	Holmes
<u>2015-5163</u>	12/27/2022	23	Mississippi	Humphreys
<u>2015-5163</u>	12/27/2022	23	Mississippi	Issaquena
<u>2015-5163</u>	12/27/2022	23	Mississippi	Sharkey
<u>2015-5167</u>	12/27/2022	20	Mississippi	Covington
<u>2015-5167</u>	12/27/2022	20	Mississippi	Jefferson Davis
<u>2015-5167</u>	12/27/2022	20	Mississippi	Leake
<u>2015-5167</u>	12/27/2022	20	Mississippi	Marion
<u>2015-5167</u>	12/27/2022	20	Mississippi	Scott
<u>2015-5167</u>	12/27/2022	20	Mississippi	Smith
<u>2015-5169</u>	12/27/2022	20	Mississippi	Clarke
<u>2015-5169</u>	12/27/2022	20	Mississippi	Greene
<u>2015-5169</u>	12/27/2022	20	Mississippi	Jasper
<u>2015-5169</u>	12/27/2022	20	Mississippi	Jones
<u>2015-5169</u>	12/27/2022	20	Mississippi	Kemper
<u>2015-5169</u>	12/27/2022	20	Mississippi	Lauderdale
<u>2015-5169</u>	12/27/2022	20	Mississippi	Neshoba
<u>2015-5169</u>	12/27/2022	20	Mississippi	Newton
<u>2015-5169</u>	12/27/2022	20	Mississippi	Wayne
<u>2015-5171</u>	12/27/2022	20	Mississippi	George
<u>2015-5171</u>	12/27/2022	20	Mississippi	Pearl River
<u>2015-5171</u>	12/27/2022	20	Mississippi	Stone
<u>2015-5173</u>	12/27/2022	24	Mississippi	Adams
<u>2015-5173</u>	12/27/2022	24	Mississippi	Amite
<u>2015-5173</u>	12/27/2022	24	Mississippi	Claiborne
<u>2015-5173</u>	12/27/2022	24	Mississippi	Franklin
<u>2015-5173</u>	12/27/2022	24	Mississippi	Jefferson

<u>2015-5173</u>	12/27/2022	24	Mississippi	Lawrence
<u>2015-5173</u>	12/27/2022	24	Mississippi	Lincoln
<u>2015-5173</u>	12/27/2022	24	Mississippi	Pike
<u>2015-5173</u>	12/27/2022	24	Mississippi	Walthall
<u>2015-5173</u>	12/27/2022	24	Mississippi	Warren
<u>2015-5173</u>	12/27/2022	24	Mississippi	Wilkinson
<u>2015-5823</u>	12/27/2022	20	Mississippi	Attala

Missouri

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-5071</u>	12/27/2022	21	Missouri	Bollinger	
<u>2015-5071</u>	12/27/2022	21	Missouri	Cape Girardeau	
<u>2015-5075</u>	12/27/2022	23	Missouri	Franklin	
<u>2015-5075</u>	12/27/2022	23	Missouri	Jefferson	
<u>2015-5075</u>	12/27/2022	23	Missouri	Lincoln	
<u>2015-5075</u>	12/27/2022	23	Missouri	St Charles	
<u>2015-5075</u>	12/27/2022	23	Missouri	St Louis	
<u>2015-5075</u>	12/27/2022	23	Missouri	St Louis City	
<u>2015-5075</u>	12/27/2022	23	Missouri	Warren	
<u>2015-5079</u>	12/27/2022	19	Missouri	Boone	
<u>2015-5081</u>	12/27/2022	21	Missouri	Callaway	
<u>2015-5081</u>	12/27/2022	21	Missouri	Cole	
<u>2015-5081</u>	12/27/2022	21	Missouri	Osage	
<u>2015-5083</u>	12/27/2022	21	Missouri	Moniteau	
<u>2015-5085</u>	12/27/2022	20	Missouri	Jasper	
<u>2015-5085</u>	12/27/2022	20	Missouri	Newton	
<u>2015-5087</u>	12/27/2022	20	Missouri	Christian	
<u>2015-5087</u>	12/27/2022	20	Missouri	Dallas	
<u>2015-5087</u>	12/27/2022	20	Missouri	Greene	
<u>2015-5087</u>	12/27/2022	20	Missouri	Polk	
<u>2015-5087</u>	12/27/2022	20	Missouri	Webster	
<u>2015-5089</u>	12/27/2022	21	Missouri	Cooper	
<u>2015-5089</u>	12/27/2022	21	Missouri	Henry	
<u>2015-5089</u>	12/27/2022	21	Missouri	Howard	
<u>2015-5089</u>	12/27/2022	21	Missouri	Johnson	

<u>2015-5089</u>	12/27/2022	21	Missouri	Pettis
<u>2015-5089</u>	12/27/2022	21	Missouri	Saline
<u>2015-5091</u>	12/27/2022	21	Missouri	Crawford
<u>2015-5091</u>	12/27/2022	21	Missouri	Gasconade
<u>2015-5093</u>	12/27/2022	21	Missouri	Benton
<u>2015-5093</u>	12/27/2022	21	Missouri	Camden
<u>2015-5093</u>	12/27/2022	21	Missouri	Dent
<u>2015-5093</u>	12/27/2022	21	Missouri	Hickory
<u>2015-5093</u>	12/27/2022	21	Missouri	Laclede
<u>2015-5093</u>	12/27/2022	21	Missouri	Maries
<u>2015-5093</u>	12/27/2022	21	Missouri	Miller
<u>2015-5093</u>	12/27/2022	21	Missouri	Morgan
<u>2015-5093</u>	12/27/2022	21	Missouri	Phelps
<u>2015-5093</u>	12/27/2022	21	Missouri	Pulaski
<u>2015-5093</u>	12/27/2022	21	Missouri	St Clair
<u>2015-5095</u>	12/27/2022	21	Missouri	Adair
<u>2015-5095</u>	12/27/2022	21	Missouri	Atchison
<u>2015-5095</u>	12/27/2022	21	Missouri	Carroll
<u>2015-5095</u>	12/27/2022	21	Missouri	Chariton
<u>2015-5095</u>	12/27/2022	21	Missouri	Daviess
<u>2015-5095</u>	12/27/2022	21	Missouri	Gentry
<u>2015-5095</u>	12/27/2022	21	Missouri	Grundy
<u>2015-5095</u>	12/27/2022	21	Missouri	Harrison
<u>2015-5095</u>	12/27/2022	21	Missouri	Holt
<u>2015-5095</u>	12/27/2022	21	Missouri	Linn
<u>2015-5095</u>	12/27/2022	21	Missouri	Livingston
<u>2015-5095</u>	12/27/2022	21	Missouri	Macon
<u>2015-5095</u>	12/27/2022	21	Missouri	Mercer
<u>2015-5095</u>	12/27/2022	21	Missouri	Nodaway
<u>2015-5095</u>	12/27/2022	21	Missouri	Putnam
<u>2015-5095</u>	12/27/2022	21	Missouri	Schuyler
<u>2015-5095</u>	12/27/2022	21	Missouri	Sullivan
<u>2015-5095</u>	12/27/2022	21	Missouri	Worth
<u>2015-5097</u>	12/27/2022	21	Missouri	Audrain
<u>2015-5097</u>	12/27/2022	21	Missouri	Clark
<u>2015-5097</u>	12/27/2022	21	Missouri	Knox

<u>2015-5097</u>	12/27/2022	21	Missouri	Lewis
<u>2015-5097</u>	12/27/2022	21	Missouri	Marion
<u>2015-5097</u>	12/27/2022	21	Missouri	Monroe
<u>2015-5097</u>	12/27/2022	21	Missouri	Montgomery
<u>2015-5097</u>	12/27/2022	21	Missouri	Pike
<u>2015-5097</u>	12/27/2022	21	Missouri	Ralls
<u>2015-5097</u>	12/27/2022	21	Missouri	Randolph
<u>2015-5097</u>	12/27/2022	21	Missouri	Scotland
<u>2015-5097</u>	12/27/2022	21	Missouri	Shelby
<u>2015-5099</u>	12/27/2022	20	Missouri	St Francois
<u>2015-5099</u>	12/27/2022	20	Missouri	Ste Genevieve
<u>2015-5099</u>	12/27/2022	20	Missouri	Washington
<u>2015-5101</u>	12/27/2022	20	Missouri	Butler
<u>2015-5101</u>	12/27/2022	20	Missouri	Carter
<u>2015-5101</u>	12/27/2022	20	Missouri	Douglas
<u>2015-5101</u>	12/27/2022	20	Missouri	Dunklin
<u>2015-5101</u>	12/27/2022	20	Missouri	Howell
<u>2015-5101</u>	12/27/2022	20	Missouri	Iron
<u>2015-5101</u>	12/27/2022	20	Missouri	Madison
<u>2015-5101</u>	12/27/2022	20	Missouri	Mississippi
<u>2015-5101</u>	12/27/2022	20	Missouri	New Madrid
<u>2015-5101</u>	12/27/2022	20	Missouri	Oregon
<u>2015-5101</u>	12/27/2022	20	Missouri	Ozark
<u>2015-5101</u>	12/27/2022	20	Missouri	Pemiscot
<u>2015-5101</u>	12/27/2022	20	Missouri	Perry
<u>2015-5101</u>	12/27/2022	20	Missouri	Reynolds
<u>2015-5101</u>	12/27/2022	20	Missouri	Ripley
<u>2015-5101</u>	12/27/2022	20	Missouri	Scott
<u>2015-5101</u>	12/27/2022	20	Missouri	Shannon
<u>2015-5101</u>	12/27/2022	20	Missouri	Stoddard
<u>2015-5101</u>	12/27/2022	20	Missouri	Texas
<u>2015-5101</u>	12/27/2022	20	Missouri	Wayne
<u>2015-5101</u>	12/27/2022	20	Missouri	Wright
<u>2015-5103</u>	12/27/2022	19	Missouri	Barry
<u>2015-5103</u>	12/27/2022	19	Missouri	Barton

<u>2015-5103</u>	12/27/2022	19	Missouri	Cedar
<u>2015-5103</u>	12/27/2022	19	Missouri	Dade
<u>2015-5103</u>	12/27/2022	19	Missouri	Lawrence
<u>2015-5103</u>	12/27/2022	19	Missouri	Stone
<u>2015-5103</u>	12/27/2022	19	Missouri	Taney
<u>2015-5103</u>	12/27/2022	19	Missouri	Vernon
<u>2015-5105</u>	12/27/2022	19	Missouri	Bates
<u>2015-5105</u>	12/27/2022	19	Missouri	Caldwell
<u>2015-5105</u>	12/27/2022	19	Missouri	Cass
<u>2015-5105</u>	12/27/2022	19	Missouri	Clay
<u>2015-5105</u>	12/27/2022	19	Missouri	Clinton
<u>2015-5105</u>	12/27/2022	19	Missouri	Jackson
<u>2015-5105</u>	12/27/2022	19	Missouri	Lafayette
<u>2015-5105</u>	12/27/2022	19	Missouri	Platte
<u>2015-5105</u>	12/27/2022	19	Missouri	Ray
<u>2015-5107</u>	12/27/2022	19	Missouri	Andrew
<u>2015-5107</u>	12/27/2022	19	Missouri	Buchanan
<u>2015-5107</u>	12/27/2022	19	Missouri	De Kalb
<u>2015-5111</u>	12/27/2022	21	Missouri	Mcdonald

Montana

Wage Determination No	Date Of Last Revision	Revision No	State	County	Towns
<u>2015-5389</u>	12/27/2022	19	Montana	Carbon	
<u>2015-5389</u>	12/27/2022	19	Montana	Golden Valley	
<u>2015-5389</u>	12/27/2022	19	Montana	Yellowstone	
<u>2015-5391</u>	12/27/2022	18	Montana	Cascade	
<u>2015-5393</u>	12/27/2022	19	Montana	Missoula	
<u>2015-5395</u>	12/27/2022	19	Montana	Carter	
<u>2015-5395</u>	12/27/2022	19	Montana	Custer	
<u>2015-5395</u>	12/27/2022	19	Montana	Daniels	
<u>2015-5395</u>	12/27/2022	19	Montana	Dawson	
<u>2015-5395</u>	12/27/2022	19	Montana	Fallon	
<u>2015-5395</u>	12/27/2022	19	Montana	Garfield	
<u>2015-5395</u>	12/27/2022	19	Montana	Mccone	
<u>2015-5395</u>	12/27/2022	19	Montana	Phillips	
<u>2015-5395</u>	12/27/2022	19	Montana	Powder River	

<u>2015-5395</u>	12/27/2022	19	Montana	Prairie
<u>2015-5395</u>	12/27/2022	19	Montana	Richland
<u>2015-5395</u>	12/27/2022	19	Montana	Roosevelt
<u>2015-5395</u>	12/27/2022	19	Montana	Rosebud
<u>2015-5395</u>	12/27/2022	19	Montana	Sheridan
<u>2015-5395</u>	12/27/2022	19	Montana	Treasure
<u>2015-5395</u>	12/27/2022	19	Montana	Valley
<u>2015-5395</u>	12/27/2022	19	Montana	Wibaux
<u>2015-5397</u>	12/27/2022	19	Montana	Big Horn
<u>2015-5397</u>	12/27/2022	19	Montana	Blaine
<u>2015-5397</u>	12/27/2022	19	Montana	Chouteau
<u>2015-5397</u>	12/27/2022	19	Montana	Fergus
<u>2015-5397</u>	12/27/2022	19	Montana	Glacier
<u>2015-5397</u>	12/27/2022	19	Montana	Hill
<u>2015-5397</u>	12/27/2022	19	Montana	Judith Basin
<u>2015-5397</u>	12/27/2022	19	Montana	Liberty
<u>2015-5397</u>	12/27/2022	19	Montana	Musselshell
<u>2015-5397</u>	12/27/2022	19	Montana	Petroleum
<u>2015-5397</u>	12/27/2022	19	Montana	Pondera
<u>2015-5397</u>	12/27/2022	19	Montana	Stillwater
<u>2015-5397</u>	12/27/2022	19	Montana	Teton
<u>2015-5397</u>	12/27/2022	19	Montana	Toole
<u>2015-5397</u>	12/27/2022	19	Montana	Wheatland
<u>2015-5399</u>	12/27/2022	19	Montana	Beaverhead
<u>2015-5399</u>	12/27/2022	19	Montana	Broadwater
<u>2015-5399</u>	12/27/2022	19	Montana	Deer Lodge
<u>2015-5399</u>	12/27/2022	19	Montana	Gallatin
<u>2015-5399</u>	12/27/2022	19	Montana	Granite
<u>2015-5399</u>	12/27/2022	19	Montana	Jefferson
<u>2015-5399</u>	12/27/2022	19	Montana	Lewis And Clark
<u>2015-5399</u>	12/27/2022	19	Montana	Madison
<u>2015-5399</u>	12/27/2022	19	Montana	Meagher
<u>2015-5399</u>	12/27/2022	19	Montana	Park
<u>2015-5399</u>	12/27/2022	19	Montana	Powell
<u>2015-5399</u>	12/27/2022	19	Montana	Silver Bow

<u>2015-5399</u>	12/27/2022	19	Montana	Sweet Grass
<u>2015-5399</u>	12/27/2022	19	Montana	Yellowstone National Park
<u>2015-5401</u>	12/27/2022	19	Montana	Flathead
<u>2015-5401</u>	12/27/2022	19	Montana	Lake
<u>2015-5401</u>	12/27/2022	19	Montana	Lincoln
<u>2015-5401</u>	12/27/2022	19	Montana	Mineral
<u>2015-5401</u>	12/27/2022	19	Montana	Ravalli
<u>2015-5401</u>	12/27/2022	19	Montana	Sanders

<<< Wage Determination No. : 2015-4001

States/Territories. : Maine

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

HANCOCK COUNTY: Amherst, Aurora, Dedham, Osborn, Otis

PENOBSCOT COUNTY: Alton, Argyle, Bangor, Bradford, Bradley, Brewer, Burlington, Carmel, Charleston, Clifton, Corinth, Dixmont, Eddington, Edinburg, Enfield, Etna, Exeter, Garland, Glenburn, Grand Falls, Greenbush, Greenfield, Hampden, Hermon, Holden, Howland, Hudson, Kenduskeag, Lagrange, Levant, Milford, Newburgh, Newport, Old Town, Orono, Orrington, Passadumkeag, Penobscot Indian, Stetson, Summit, Veazie

PISCATAQUIS COUNTY: Orneville

WALDO COUNTY: Winterport

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.43	
01012	Accounting Clerk II	18.46	
01013	Accounting Clerk III	20.64	
01020	Administrative Assistant	23.62	
01035	Court Reporter	18.63	
01041	Customer Service Representative I	13.94	***
01042	Customer Service Representative II	15.58	***
01043	Customer Service Representative III	17.09	
01051	Data Entry Operator I	16.41	
01052	Data Entry Operator II	17.91	
01060	Dispatcher, Motor Vehicle	18.54	

01070	Document Preparation Clerk	14.44	***
01090	Duplicating Machine Operator	14.44	***
01111	General Clerk I	14.63	***
01112	General Clerk II	15.96	***
01113	General Clerk III	17.91	
01120	Housing Referral Assistant	20.21	
01141	Messenger Courier	15.09	***
01191	Order Clerk I	14.17	***
01192	Order Clerk II	15.69	***
01261	Personnel Assistant (Employment) I	17.17	
01262	Personnel Assistant (Employment) II	19.20	
01263	Personnel Assistant (Employment) III	21.40	
01270	Production Control Clerk	27.57	
01290	Rental Clerk	16.57	
01300	Scheduler, Maintenance	16.21	
01311	Secretary I	16.21	
01312	Secretary II	18.13	
01313	Secretary III	20.21	
01320	Service Order Dispatcher	16.23	
01410	Supply Technician	23.62	
01420	Survey Worker	14.55	***
01460	Switchboard Operator/Receptionist	15.86	***
01531	Travel Clerk I	14.60	***
01532	Travel Clerk II	16.05	***
01533	Travel Clerk III	17.62	
01611	Word Processor I	14.44	***
01612	Word Processor II	16.21	
01613	Word Processor III	18.13	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.04	
05010	Automotive Electrician	21.38	
05040	Automotive Glass Installer	20.45	
05070	Automotive Worker	20.45	
05110	Mobile Equipment Servicer	18.52	
05130	Motor Equipment Metal Mechanic	22.25	
05160	Motor Equipment Metal Worker	20.45	
05190	Motor Vehicle Mechanic	22.25	
05220	Motor Vehicle Mechanic Helper	17.38	
05250	Motor Vehicle Upholstery Worker	19.54	
05280	Motor Vehicle Wrecker	20.45	
05310	Painter, Automotive	21.38	
05340	Radiator Repair Specialist	20.45	
05370	Tire Repairer	15.06	***
05400	Transmission Repair Specialist	22.25	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.63	***
07041	Cook I	15.29	***
07042	Cook II	16.73	
07070	Dishwasher	13.46	***
07130	Food Service Worker	14.38	***
07210	Meat Cutter	18.93	
07260	Waiter/Waitress	13.34	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.46	
09040	Furniture Handler	16.17	***
09080	Furniture Refinisher	22.46	
09090	Furniture Refinisher Helper	18.26	
09110	Furniture Repairer, Minor	20.34	
09130	Upholsterer	22.46	

5. General Services And Support Occupations

Code	Title	Rate	Note
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11030	Cleaner, Vehicles	14.48	***
11060	Elevator Operator	14.48	***
11090	Gardener	20.13	
11122	Housekeeping Aide	14.62	***
11150	Janitor	14.62	***
11210	Laborer, Grounds Maintenance	16.73	
11240	Maid or Houseman	13.43	***
11260	Pruner	15.72	***
11270	Tractor Operator	18.89	
11330	Trail Maintenance Worker	16.73	
11360	Window Cleaner	15.56	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.85	
12011	Breath Alcohol Technician	20.51	
12012	Certified Occupational Therapist Assistant	28.13	
12015	Certified Physical Therapist Assistant	26.81	
12020	Dental Assistant	22.31	
12025	Dental Hygienist	36.88	
12030	EKG Technician	32.35	
12035	Electroneurodiagnostic Technologist	32.35	
12040	Emergency Medical Technician	18.85	
12071	Licensed Practical Nurse I	18.33	
12072	Licensed Practical Nurse II	20.51	
12073	Licensed Practical Nurse III	22.86	
12100	Medical Assistant	18.27	
12130	Medical Laboratory Technician	29.14	
12160	Medical Record Clerk	15.93	***
12190	Medical Record Technician	19.60	
12195	Medical Transcriptionist	18.33	
12210	Nuclear Medicine Technologist	45.07	
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	19.78	
12236	Optical Technician	18.33	
12250	Pharmacy Technician	17.27	
12280	Phlebotomist	15.35	***
12305	Radiologic Technologist	29.97	
12311	Registered Nurse I	24.78	
12312	Registered Nurse II	30.31	
12313	Registered Nurse II, Specialist	30.31	
12314	Registered Nurse III	36.66	
12315	Registered Nurse III, Anesthetist	36.66	
12316	Registered Nurse IV	43.95	
12317	Scheduler (Drug and Alcohol Testing)	25.41	
12320	Substance Abuse Treatment Counselor	26.39	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.49	
13012	Exhibits Specialist II	22.90	
13013	Exhibits Specialist III	28.02	
13041	Illustrator I	18.49	
13042	Illustrator II	22.90	
13043	Illustrator III	28.02	
13047	Librarian	25.37	
13050	Library Aide/Clerk	14.72	***
13054	Library Information Technology Systems Administrator	22.90	
13058	Library Technician	17.16	
13061	Media Specialist I	16.52	
13062	Media Specialist II	18.49	
13063	Media Specialist III	20.60	
13071	Photographer I	16.52	
13072	Photographer II	19.95	
13073	Photographer III	24.71	
13074	Photographer IV	30.23	

13075	Photographer V	36.58
13090	Technical Order Library Clerk	18.49
13110	Video Teleconference Technician	17.84

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.84	
14042	Computer Operator II	18.84	
14043	Computer Operator III	21.02	
14044	Computer Operator IV	23.80	
14045	Computer Operator V	25.85	
14071	Computer Programmer I	(see 1)	23.74
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	16.84	
14160	Personal Computer Support Technician	25.11	
14170	System Support Specialist	25.85	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.46	
15020	Aircrew Training Devices Instructor (Rated)	36.84	
15030	Air Crew Training Devices Instructor (Pilot)	44.17	
15050	Computer Based Training Specialist / Instructor	30.46	
15060	Educational Technologist	30.66	
15070	Flight Instructor (Pilot)	44.17	
15080	Graphic Artist	23.41	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.17	
15086	Maintenance Test Pilot, Rotary Wing	44.17	
15088	Non-Maintenance Test/Co-Pilot	44.17	
15090	Technical Instructor	24.61	
15095	Technical Instructor/Course Developer	30.10	
15110	Test Proctor	19.86	
15120	Tutor	19.86	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.04	
19040	Tool And Die Maker	27.67	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.45	
21030	Material Coordinator	27.57	
21040	Material Expediter	27.57	
21050	Material Handling Laborer	13.85	***
21071	Order Filler	14.39	***
21080	Production Line Worker (Food Processing)	18.45	
21110	Shipping Packer	17.71	

21130	Shipping/Receiving Clerk	17.71	
21140	Store Worker I	15.85	***
21150	Stock Clerk	19.12	
21210	Tools And Parts Attendant	18.45	
21410	Warehouse Specialist	18.45	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.96	
23019	Aircraft Logs and Records Technician	23.75	
23021	Aircraft Mechanic I	27.04	
23022	Aircraft Mechanic II	27.96	
23023	Aircraft Mechanic III	28.87	
23040	Aircraft Mechanic Helper	21.31	
23050	Aircraft, Painter	25.98	
23060	Aircraft Servicer	23.75	
23070	Aircraft Survival Flight Equipment Technician	25.98	
23080	Aircraft Worker	24.85	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.85	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.04	
23110	Appliance Mechanic	24.04	
23120	Bicycle Repairer	20.24	
23125	Cable Splicer	26.47	
23130	Carpenter, Maintenance	22.36	
23140	Carpet Layer	23.00	
23160	Electrician, Maintenance	25.37	
23181	Electronics Technician Maintenance I	23.00	
23182	Electronics Technician Maintenance II	24.04	
23183	Electronics Technician Maintenance III	25.06	
23260	Fabric Worker	21.98	
23290	Fire Alarm System Mechanic	24.09	
23310	Fire Extinguisher Repairer	21.02	
23311	Fuel Distribution System Mechanic	25.03	
23312	Fuel Distribution System Operator	21.02	
23370	General Maintenance Worker	19.59	
23380	Ground Support Equipment Mechanic	27.04	
23381	Ground Support Equipment Servicer	23.75	
23382	Ground Support Equipment Worker	24.85	
23391	Gunsmith I	21.02	
23392	Gunsmith II	23.00	
23393	Gunsmith III	25.03	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.90	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.21	
23430	Heavy Equipment Mechanic	22.88	
23440	Heavy Equipment Operator	23.90	
23460	Instrument Mechanic	25.03	
23465	Laboratory/Shelter Mechanic	24.04	
23470	Laborer	13.85	***
23510	Locksmith	24.04	
23530	Machinery Maintenance Mechanic	28.87	
23550	Machinist, Maintenance	24.97	
23580	Maintenance Trades Helper	16.95	
23591	Metrology Technician I	25.03	
23592	Metrology Technician II	25.88	
23593	Metrology Technician III	26.72	
23640	Millwright	25.61	
23710	Office Appliance Repairer	24.04	
23760	Painter, Maintenance	18.42	
23790	Pipefitter, Maintenance	24.24	
23810	Plumber, Maintenance	23.29	
23820	Pneudraulic Systems Mechanic	25.03	
23850	Rigger	25.03	
23870	Scale Mechanic	23.00	
23890	Sheet-Metal Worker, Maintenance	23.93	
23910	Small Engine Mechanic	20.74	
23931	Telecommunications Mechanic I	28.25	
23932	Telecommunications Mechanic II	29.22	
23950	Telephone Lineman	25.17	
23960	Welder, Combination, Maintenance	25.03	

23965	Well Driller	25.03	
23970	Woodcraft Worker	25.03	
23980	Woodworker	21.02	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.33	
24570	Child Care Attendant	13.78	***
24580	Child Care Center Clerk	17.18	
24610	Chore Aide	13.87	***
24620	Family Readiness And Support Services Coordinator	18.33	
24630	Homemaker	18.33	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.03	
25040	Sewage Plant Operator	23.98	
25070	Stationary Engineer	25.03	
25190	Ventilation Equipment Tender	19.67	
25210	Water Treatment Plant Operator	23.98	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.40	
27007	Baggage Inspector	14.25	***
27008	Corrections Officer	20.59	
27010	Court Security Officer	20.59	
27030	Detection Dog Handler	18.98	
27040	Detention Officer	20.59	
27070	Firefighter	20.59	
27101	Guard I	14.25	***
27102	Guard II	18.98	
27131	Police Officer I	24.18	
27132	Police Officer II	26.87	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.23	
28042	Carnival Equipment Repairer	17.29	
28043	Carnival Worker	13.51	***
28210	Gate Attendant/Gate Tender	17.07	
28310	Lifeguard	13.65	***
28350	Park Attendant (Aide)	19.10	
28510	Recreation Aide/Health Facility Attendant	13.94	***
28515	Recreation Specialist	23.66	
28630	Sports Official	15.21	***
28690	Swimming Pool Operator	20.57	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.28	
29020	Hatch Tender	29.28	
29030	Line Handler	29.24	
29041	Stevedore I	27.93	
29042	Stevedore II	30.71	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.14	
30022	Archeological Technician II	20.24	
30023	Archeological Technician III	24.99	
30030	Cartographic Technician	24.99	
30040	Civil Engineering Technician	28.80	
30051	Cryogenic Technician I	27.68	

30052	Cryogenic Technician II	30.57	
30061	Drafter/CAD Operator I	18.03	
30062	Drafter/CAD Operator II	20.17	
30063	Drafter/CAD Operator III	22.50	
30064	Drafter/CAD Operator IV	27.68	
30081	Engineering Technician I	16.16	***
30082	Engineering Technician II	18.14	
30083	Engineering Technician III	20.29	
30084	Engineering Technician IV	25.14	
30085	Engineering Technician V	30.76	
30086	Engineering Technician VI	37.20	
30090	Environmental Technician	24.99	
30095	Evidence Control Specialist	24.99	
30210	Laboratory Technician	22.50	
30221	Latent Fingerprint Technician I	27.68	
30222	Latent Fingerprint Technician II	30.57	
30240	Mathematical Technician	25.67	
30361	Paralegal/Legal Assistant I	20.12	
30362	Paralegal/Legal Assistant II	24.94	
30363	Paralegal/Legal Assistant III	30.50	
30364	Paralegal/Legal Assistant IV	36.90	
30375	Petroleum Supply Specialist	30.57	
30390	Photo-Optics Technician	24.99	
30395	Radiation Control Technician	30.57	
30461	Technical Writer I	24.99	
30462	Technical Writer II	30.57	
30463	Technical Writer III	36.98	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	
30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	27.68	
30502	Weather Forecaster II	33.67	
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	22.50
30621	Weather Observer, Senior	(see 2)	25.14

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.41	***
31030	Bus Driver	18.89	
31043	Driver Courier	15.85	***
31260	Parking and Lot Attendant	13.54	***
31290	Shuttle Bus Driver	16.28	
31310	Taxi Driver	13.44	***
31361	Truckdriver, Light	16.90	
31362	Truckdriver, Medium	17.67	
31363	Truckdriver, Heavy	21.75	
31364	Truckdriver, Tractor-Trailer	21.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.70	***
99050	Desk Clerk	13.54	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.59	
99252	Laboratory Animal Caretaker II	17.49	
99260	Marketing Analyst	31.78	
99310	Mortician	26.22	
99410	Pest Controller	22.38	
99510	Photofinishing Worker	14.91	***
99710	Recycling Laborer	18.41	
99711	Recycling Specialist	20.79	
99730	Refuse Collector	17.30	
99810	Sales Clerk	13.89	***

99820	School Crossing Guard	15.11	***
99830	Survey Party Chief	23.19	
99831	Surveying Aide	15.82	***
99832	Surveying Technician	21.09	
99840	Vending Machine Attendant	20.26	
99841	Vending Machine Repairer	23.62	
99842	Vending Machine Repairer Helper	20.26	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the

hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4003

States/Territories. : Maine

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Auburn, Greene, Leeds, Lewiston, Lisbon, Mechanic Falls, Minot, Poland, Sabattus, Turner, Wales

KENNEBEC COUNTY: Monmouth

OXFORD COUNTY: Buckfield, Hartford, Hebron, Oxford

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.28	
01012	Accounting Clerk II	18.27	
01013	Accounting Clerk III	20.44	
01020	Administrative Assistant	28.90	
01035	Court Reporter	20.65	
01041	Customer Service Representative I	15.47	***
01042	Customer Service Representative II	16.87	
01043	Customer Service Representative III	18.95	
01051	Data Entry Operator I	14.81	***
01052	Data Entry Operator II	16.15	***
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	16.44	
01090	Duplicating Machine Operator	16.44	
01111	General Clerk I	15.10	***
01112	General Clerk II	16.48	
01113	General Clerk III	18.51	
01120	Housing Referral Assistant	23.02	

01141	Messenger Courier	13.87	***
01191	Order Clerk I	16.36	
01192	Order Clerk II	17.85	
01261	Personnel Assistant (Employment) I	18.02	
01262	Personnel Assistant (Employment) II	20.15	
01263	Personnel Assistant (Employment) III	22.46	
01270	Production Control Clerk	22.82	
01290	Rental Clerk	14.03	***
01300	Scheduler, Maintenance	18.47	
01311	Secretary I	18.47	
01312	Secretary II	20.65	
01313	Secretary III	23.02	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	28.90	
01420	Survey Worker	17.64	
01460	Switchboard Operator/Receptionist	14.86	***
01531	Travel Clerk I	14.66	***
01532	Travel Clerk II	16.12	***
01533	Travel Clerk III	17.71	
01611	Word Processor I	16.44	
01612	Word Processor II	18.47	
01613	Word Processor III	20.65	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.88	
05010	Automotive Electrician	17.78	
05040	Automotive Glass Installer	16.79	
05070	Automotive Worker	16.79	
05110	Mobile Equipment Servicer	15.17	***
05130	Motor Equipment Metal Mechanic	18.64	
05160	Motor Equipment Metal Worker	16.79	
05190	Motor Vehicle Mechanic	18.64	
05220	Motor Vehicle Mechanic Helper	15.11	***
05250	Motor Vehicle Upholstery Worker	15.88	***
05280	Motor Vehicle Wrecker	16.79	
05310	Painter, Automotive	17.78	
05340	Radiator Repair Specialist	16.79	
05370	Tire Repairer	13.63	***
05400	Transmission Repair Specialist	18.64	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.27	***
07041	Cook I	16.94	
07042	Cook II	18.97	
07070	Dishwasher	13.38	***
07130	Food Service Worker	13.89	***
07210	Meat Cutter	16.93	
07260	Waiter/Waitress	13.42	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.36	
09040	Furniture Handler	16.30	
09080	Furniture Refinisher	23.36	
09090	Furniture Refinisher Helper	18.56	
09110	Furniture Repairer, Minor	20.92	
09130	Upholsterer	23.36	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.39	***
11060	Elevator Operator	14.21	***
11090	Gardener	16.79	
11122	Housekeeping Aide	14.21	***
11150	Janitor	14.21	***
11210	Laborer, Grounds Maintenance	13.87	***

11240	Maid or Houseman	13.95	***
11260	Pruner	15.51	***
11270	Tractor Operator	15.79	***
11330	Trail Maintenance Worker	13.87	***
11360	Window Cleaner	15.24	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.97	
12011	Breath Alcohol Technician	21.12	
12012	Certified Occupational Therapist Assistant	28.21	
12015	Certified Physical Therapist Assistant	28.90	
12020	Dental Assistant	22.42	
12025	Dental Hygienist	37.63	
12030	EKG Technician	32.01	
12035	Electroneurodiagnostic Technologist	32.01	
12040	Emergency Medical Technician	19.97	
12071	Licensed Practical Nurse I	18.89	
12072	Licensed Practical Nurse II	21.12	
12073	Licensed Practical Nurse III	23.54	
12100	Medical Assistant	18.27	
12130	Medical Laboratory Technician	23.38	
12160	Medical Record Clerk	19.96	
12190	Medical Record Technician	22.42	
12195	Medical Transcriptionist	18.89	
12210	Nuclear Medicine Technologist	46.41	
12221	Nursing Assistant I	12.93	***
12222	Nursing Assistant II	14.53	***
12223	Nursing Assistant III	15.85	***
12224	Nursing Assistant IV	17.79	
12235	Optical Dispenser	21.12	
12236	Optical Technician	18.89	
12250	Pharmacy Technician	15.30	***
12280	Phlebotomist	16.71	
12305	Radiologic Technologist	32.01	
12311	Registered Nurse I	27.38	
12312	Registered Nurse II	33.50	
12313	Registered Nurse II, Specialist	33.50	
12314	Registered Nurse III	40.52	
12315	Registered Nurse III, Anesthetist	40.52	
12316	Registered Nurse IV	48.58	
12317	Scheduler (Drug and Alcohol Testing)	26.16	
12320	Substance Abuse Treatment Counselor	26.37	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.88	
13012	Exhibits Specialist II	24.63	
13013	Exhibits Specialist III	30.13	
13041	Illustrator I	19.88	
13042	Illustrator II	24.63	
13043	Illustrator III	30.13	
13047	Librarian	27.27	
13050	Library Aide/Clerk	14.85	***
13054	Library Information Technology Systems Administrator	24.63	
13058	Library Technician	17.61	
13061	Media Specialist I	17.77	
13062	Media Specialist II	19.88	
13063	Media Specialist III	22.16	
13071	Photographer I	17.77	
13072	Photographer II	19.88	
13073	Photographer III	24.63	
13074	Photographer IV	30.13	
13075	Photographer V	36.45	
13090	Technical Order Library Clerk	19.88	
13110	Video Teleconference Technician	17.77	

8. Information Technology Occupations

Code	Title	Rate	Note
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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) 24.50
14072	Computer Programmer II	(see 1) nan
14073	Computer Programmer III	(see 1) nan
14074	Computer Programmer IV	(see 1) nan
14101	Computer Systems Analyst I	(see 1) nan
14102	Computer Systems Analyst II	(see 1) nan
14103	Computer Systems Analyst III	(see 1) nan
14150	Peripheral Equipment Operator	18.27
14160	Personal Computer Support Technician	25.32
14170	System Support Specialist	28.04

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.70	
15020	Aircrew Training Devices Instructor (Rated)	39.57	
15030	Air Crew Training Devices Instructor (Pilot)	47.43	
15050	Computer Based Training Specialist / Instructor	31.19	
15060	Educational Technologist	28.83	
15070	Flight Instructor (Pilot)	47.43	
15080	Graphic Artist	21.34	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.43	
15086	Maintenance Test Pilot, Rotary Wing	47.43	
15088	Non-Maintenance Test/Co-Pilot	47.43	
15090	Technical Instructor	19.92	
15095	Technical Instructor/Course Developer	24.37	
15110	Test Proctor	16.07	***
15120	Tutor	16.07	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.65	
19040	Tool And Die Maker	29.46	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	23.08	
21030	Material Coordinator	22.82	
21040	Material Expediter	22.82	
21050	Material Handling Laborer	14.54	***
21071	Order Filler	14.42	***
21080	Production Line Worker (Food Processing)	23.08	
21110	Shipping Packer	19.02	
21130	Shipping/Receiving Clerk	19.02	
21140	Store Worker I	16.32	
21150	Stock Clerk	19.89	
21210	Tools And Parts Attendant	23.08	
21410	Warehouse Specialist	23.08	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.18	
23019	Aircraft Logs and Records Technician	22.08	
23021	Aircraft Mechanic I	25.91	
23022	Aircraft Mechanic II	27.18	
23023	Aircraft Mechanic III	28.40	
23040	Aircraft Mechanic Helper	19.59	
23050	Aircraft, Painter	24.65	
23060	Aircraft Servicer	22.08	
23070	Aircraft Survival Flight Equipment Technician	24.65	
23080	Aircraft Worker	23.33	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.33	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.91	
23110	Appliance Mechanic	24.65	
23120	Bicycle Repairer	20.83	
23125	Cable Splicer	30.43	
23130	Carpenter, Maintenance	22.47	
23140	Carpet Layer	23.33	
23160	Electrician, Maintenance	28.90	
23181	Electronics Technician Maintenance I	23.51	
23182	Electronics Technician Maintenance II	24.91	
23183	Electronics Technician Maintenance III	26.25	
23260	Fabric Worker	22.08	
23290	Fire Alarm System Mechanic	27.01	
23310	Fire Extinguisher Repairer	20.83	
23311	Fuel Distribution System Mechanic	25.91	
23312	Fuel Distribution System Operator	20.83	
23370	General Maintenance Worker	21.80	
23380	Ground Support Equipment Mechanic	25.91	
23381	Ground Support Equipment Servicer	22.08	
23382	Ground Support Equipment Worker	23.33	
23391	Gunsmith I	20.83	
23392	Gunsmith II	23.33	
23393	Gunsmith III	25.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	26.00	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.27	
23430	Heavy Equipment Mechanic	24.55	
23440	Heavy Equipment Operator	23.79	
23460	Instrument Mechanic	25.91	
23465	Laboratory/Shelter Mechanic	24.65	
23470	Laborer	14.54	***
23510	Locksmith	24.65	
23530	Machinery Maintenance Mechanic	28.83	
23550	Machinist, Maintenance	23.75	
23580	Maintenance Trades Helper	19.59	
23591	Metrology Technician I	25.91	
23592	Metrology Technician II	27.18	
23593	Metrology Technician III	28.40	
23640	Millwright	25.91	
23710	Office Appliance Repairer	23.28	
23760	Painter, Maintenance	18.14	
23790	Pipefitter, Maintenance	27.06	
23810	Plumber, Maintenance	25.74	
23820	Pneudraulic Systems Mechanic	25.91	
23850	Rigger	25.91	
23870	Scale Mechanic	23.33	
23890	Sheet-Metal Worker, Maintenance	25.77	
23910	Small Engine Mechanic	23.33	
23931	Telecommunications Mechanic I	30.03	
23932	Telecommunications Mechanic II	31.53	
23950	Telephone Lineman	33.51	
23960	Welder, Combination, Maintenance	22.92	
23965	Well Driller	25.91	
23970	Woodcraft Worker	25.91	
23980	Woodworker	20.83	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	18.37	
24570	Child Care Attendant	13.78	***
24580	Child Care Center Clerk	17.19	
24610	Chore Aide	14.24	***
24620	Family Readiness And Support Services Coordinator	18.37	
24630	Homemaker	18.37	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.53	
25040	Sewage Plant Operator	22.39	
25070	Stationary Engineer	23.53	
25190	Ventilation Equipment Tender	17.78	
25210	Water Treatment Plant Operator	22.39	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.41	
27007	Baggage Inspector	15.00	***
27008	Corrections Officer	25.91	
27010	Court Security Officer	28.77	
27030	Detection Dog Handler	18.98	
27040	Detention Officer	25.91	
27070	Firefighter	28.77	
27101	Guard I	15.00	***
27102	Guard II	18.98	
27131	Police Officer I	26.28	
27132	Police Officer II	29.21	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	10.98	***
28042	Carnival Equipment Repairer	12.53	***
28043	Carnival Worker	9.65	***
28210	Gate Attendant/Gate Tender	17.93	
28310	Lifeguard	15.97	***
28350	Park Attendant (Aide)	20.05	
28510	Recreation Aide/Health Facility Attendant	14.63	***
28515	Recreation Specialist	17.47	
28630	Sports Official	15.97	***
28690	Swimming Pool Operator	24.19	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.33	
29020	Hatch Tender	23.33	
29030	Line Handler	23.33	
29041	Stevedore I	22.08	
29042	Stevedore II	24.65	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	18.52	
30022	Archeological Technician II	20.71	
30023	Archeological Technician III	25.67	
30030	Cartographic Technician	25.67	
30040	Civil Engineering Technician	25.67	
30051	Cryogenic Technician I	28.42	
30052	Cryogenic Technician II	31.40	
30061	Drafter/CAD Operator I	18.52	
30062	Drafter/CAD Operator II	20.71	
30063	Drafter/CAD Operator III	23.09	
30064	Drafter/CAD Operator IV	28.42	
30081	Engineering Technician I	17.04	

30082	Engineering Technician II	19.12
30083	Engineering Technician III	21.40
30084	Engineering Technician IV	26.51
30085	Engineering Technician V	32.43
30086	Engineering Technician VI	39.23
30090	Environmental Technician	25.67
30095	Evidence Control Specialist	25.67
30210	Laboratory Technician	23.09
30221	Latent Fingerprint Technician I	28.42
30222	Latent Fingerprint Technician II	31.40
30240	Mathematical Technician	25.67
30361	Paralegal/Legal Assistant I	22.39
30362	Paralegal/Legal Assistant II	27.74
30363	Paralegal/Legal Assistant III	33.94
30364	Paralegal/Legal Assistant IV	41.05
30375	Petroleum Supply Specialist	31.40
30390	Photo-Optics Technician	25.67
30395	Radiation Control Technician	31.40
30461	Technical Writer I	25.67
30462	Technical Writer II	31.40
30463	Technical Writer III	37.98
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.42
30502	Weather Forecaster II	34.57
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.09
30621	Weather Observer, Senior	(see 2) 25.67

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	15.06	***
31030	Bus Driver	20.91	
31043	Driver Courier	16.51	
31260	Parking and Lot Attendant	13.60	***
31290	Shuttle Bus Driver	16.28	
31310	Taxi Driver	16.41	
31361	Truckdriver, Light	17.56	
31362	Truckdriver, Medium	18.61	
31363	Truckdriver, Heavy	22.95	
31364	Truckdriver, Tractor-Trailer	22.95	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	13.65	***
99050	Desk Clerk	13.89	***
99095	Embalmer	29.36	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	20.52	
99252	Laboratory Animal Caretaker II	21.82	
99260	Marketing Analyst	28.39	
99310	Mortician	29.36	
99410	Pest Controller	23.82	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	16.06	***
99711	Recycling Specialist	18.32	
99730	Refuse Collector	14.98	***
99810	Sales Clerk	14.02	***
99820	School Crossing Guard	13.92	***
99830	Survey Party Chief	21.33	
99831	Surveying Aide	14.53	***
99832	Surveying Technician	19.38	
99840	Vending Machine Attendant	21.14	
99841	Vending Machine Repairer	25.17	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4005

States/Territories. : Maine

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Durham

CUMBERLAND COUNTY: Baldwin, Cape Elizabeth, Casco, Chebeague, Cumberland, Falmouth, Freeport, Frye, Gorham, Gray, Long Island, Naples, New Gloucester, North Yarmouth, Portland, Pownal, Raymond, Scarborough, Sebago, South Portland, Standish, Westbrook, Windham, Yarmouth

YORK COUNTY: Arundel, Biddeford, Buxton, Cornish, Dayton, Hollis, Kennebunk, Kennebunkport, Limerick, Limington, Lyman, Old Orchard Beach, Saco, Waterboro

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.81	
01012	Accounting Clerk II	20.01	
01013	Accounting Clerk III	22.37	
01020	Administrative Assistant	28.31	
01035	Court Reporter	21.47	
01041	Customer Service Representative I	15.21	***
01042	Customer Service Representative II	16.60	
01043	Customer Service Representative III	18.65	
01051	Data Entry Operator I	16.69	
01052	Data Entry Operator II	18.21	
01060	Dispatcher, Motor Vehicle	19.43	
01070	Document Preparation Clerk	18.01	
01090	Duplicating Machine Operator	18.01	

01111	General Clerk I	15.13	***
01112	General Clerk II	16.51	
01113	General Clerk III	18.53	
01120	Housing Referral Assistant	23.93	
01141	Messenger Courier	15.38	***
01191	Order Clerk I	16.41	
01192	Order Clerk II	17.91	
01261	Personnel Assistant (Employment) I	19.24	
01262	Personnel Assistant (Employment) II	21.52	
01263	Personnel Assistant (Employment) III	24.00	
01270	Production Control Clerk	24.07	
01290	Rental Clerk	15.01	***
01300	Scheduler, Maintenance	19.19	
01311	Secretary I	19.19	
01312	Secretary II	21.47	
01313	Secretary III	23.93	
01320	Service Order Dispatcher	17.17	
01410	Supply Technician	28.31	
01420	Survey Worker	17.90	
01460	Switchboard Operator/Receptionist	17.34	
01531	Travel Clerk I	16.61	
01532	Travel Clerk II	18.27	
01533	Travel Clerk III	20.06	
01611	Word Processor I	17.10	
01612	Word Processor II	19.19	
01613	Word Processor III	21.47	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.80	
05010	Automotive Electrician	22.13	
05040	Automotive Glass Installer	20.94	
05070	Automotive Worker	20.94	
05110	Mobile Equipment Servicer	18.70	
05130	Motor Equipment Metal Mechanic	23.26	
05160	Motor Equipment Metal Worker	20.94	
05190	Motor Vehicle Mechanic	23.26	
05220	Motor Vehicle Mechanic Helper	17.59	
05250	Motor Vehicle Upholstery Worker	19.82	
05280	Motor Vehicle Wrecker	20.94	
05310	Painter, Automotive	22.13	
05340	Radiator Repair Specialist	20.94	
05370	Tire Repairer	14.12	***
05400	Transmission Repair Specialist	23.26	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.10	
07041	Cook I	17.95	
07042	Cook II	20.10	
07070	Dishwasher	13.44	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	20.67	
07260	Waiter/Waitress	14.99	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.29	
09040	Furniture Handler	16.26	
09080	Furniture Refinisher	23.29	
09090	Furniture Refinisher Helper	18.51	
09110	Furniture Repairer, Minor	20.86	
09130	Upholsterer	23.29	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.14	***
11060	Elevator Operator	14.77	***

11090	Gardener	22.04	
11122	Housekeeping Aide	14.94	***
11150	Janitor	14.94	***
11210	Laborer, Grounds Maintenance	18.21	
11240	Maid or Houseman	14.47	***
11260	Pruner	16.98	
11270	Tractor Operator	20.73	
11330	Trail Maintenance Worker	18.21	
11360	Window Cleaner	16.02	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.51	
12011	Breath Alcohol Technician	22.54	
12012	Certified Occupational Therapist Assistant	31.61	
12015	Certified Physical Therapist Assistant	27.53	
12020	Dental Assistant	23.16	
12025	Dental Hygienist	37.09	
12030	EKG Technician	31.31	
12035	Electroneurodiagnostic Technologist	31.31	
12040	Emergency Medical Technician	17.51	
12071	Licensed Practical Nurse I	20.60	
12072	Licensed Practical Nurse II	23.04	
12073	Licensed Practical Nurse III	25.68	
12100	Medical Assistant	20.20	
12130	Medical Laboratory Technician	28.63	
12160	Medical Record Clerk	18.35	
12190	Medical Record Technician	21.24	
12195	Medical Transcriptionist	20.60	
12210	Nuclear Medicine Technologist	50.63	
12221	Nursing Assistant I	13.55	***
12222	Nursing Assistant II	15.23	***
12223	Nursing Assistant III	16.62	
12224	Nursing Assistant IV	18.67	
12235	Optical Dispenser	22.65	
12236	Optical Technician	20.60	
12250	Pharmacy Technician	17.70	
12280	Phlebotomist	17.51	
12305	Radiologic Technologist	30.03	
12311	Registered Nurse I	28.08	
12312	Registered Nurse II	34.35	
12313	Registered Nurse II, Specialist	34.35	
12314	Registered Nurse III	41.57	
12315	Registered Nurse III, Anesthetist	41.57	
12316	Registered Nurse IV	49.81	
12317	Scheduler (Drug and Alcohol Testing)	28.54	
12320	Substance Abuse Treatment Counselor	27.56	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.07	
13012	Exhibits Specialist II	26.11	
13013	Exhibits Specialist III	31.94	
13041	Illustrator I	21.07	
13042	Illustrator II	26.11	
13043	Illustrator III	31.94	
13047	Librarian	28.91	
13050	Library Aide/Clerk	15.38	***
13054	Library Information Technology Systems Administrator	26.11	
13058	Library Technician	18.33	
13061	Media Specialist I	18.83	
13062	Media Specialist II	21.07	
13063	Media Specialist III	23.49	
13071	Photographer I	19.15	
13072	Photographer II	21.41	
13073	Photographer III	26.53	
13074	Photographer IV	32.45	
13075	Photographer V	39.27	
13090	Technical Order Library Clerk	19.32	

13110	Video Teleconference Technician	18.83	
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8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.22	
14042	Computer Operator II	22.62	
14043	Computer Operator III	25.22	
14044	Computer Operator IV	28.03	
14045	Computer Operator V	31.04	
14071	Computer Programmer I	(see 1)	24.98
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	20.22	
14160	Personal Computer Support Technician	28.03	
14170	System Support Specialist	33.05	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.10	
15020	Aircrew Training Devices Instructor (Rated)	38.85	
15030	Air Crew Training Devices Instructor (Pilot)	46.56	
15050	Computer Based Training Specialist / Instructor	32.10	
15060	Educational Technologist	35.04	
15070	Flight Instructor (Pilot)	46.56	
15080	Graphic Artist	24.84	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.56	
15086	Maintenance Test Pilot, Rotary Wing	46.56	
15088	Non-Maintenance Test/Co-Pilot	46.56	
15090	Technical Instructor	24.45	
15095	Technical Instructor/Course Developer	29.91	
15110	Test Proctor	19.73	
15120	Tutor	19.73	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.25	
19040	Tool And Die Maker	30.17	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.36	
21030	Material Coordinator	24.07	
21040	Material Expediter	24.07	
21050	Material Handling Laborer	15.52	***
21071	Order Filler	14.98	***
21080	Production Line Worker (Food Processing)	19.36	
21110	Shipping Packer	18.23	
21130	Shipping/Receiving Clerk	18.23	
21140	Store Worker I	16.32	

21150	Stock Clerk	19.89
21210	Tools And Parts Attendant	19.36
21410	Warehouse Specialist	19.36

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.84	
23019	Aircraft Logs and Records Technician	22.61	
23021	Aircraft Mechanic I	26.54	
23022	Aircraft Mechanic II	27.84	
23023	Aircraft Mechanic III	29.09	
23040	Aircraft Mechanic Helper	20.06	
23050	Aircraft, Painter	25.25	
23060	Aircraft Servicer	22.61	
23070	Aircraft Survival Flight Equipment Technician	25.25	
23080	Aircraft Worker	23.89	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.89	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.54	
23110	Appliance Mechanic	22.96	
23120	Bicycle Repairer	21.34	
23125	Cable Splicer	32.97	
23130	Carpenter, Maintenance	23.55	
23140	Carpet Layer	23.89	
23160	Electrician, Maintenance	26.66	
23181	Electronics Technician Maintenance I	26.12	
23182	Electronics Technician Maintenance II	27.61	
23183	Electronics Technician Maintenance III	29.02	
23260	Fabric Worker	22.61	
23290	Fire Alarm System Mechanic	28.80	
23310	Fire Extinguisher Repairer	21.34	
23311	Fuel Distribution System Mechanic	29.66	
23312	Fuel Distribution System Operator	23.83	
23370	General Maintenance Worker	22.19	
23380	Ground Support Equipment Mechanic	26.54	
23381	Ground Support Equipment Servicer	22.61	
23382	Ground Support Equipment Worker	23.89	
23391	Gunsmith I	21.34	
23392	Gunsmith II	23.89	
23393	Gunsmith III	26.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.83	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.09	
23430	Heavy Equipment Mechanic	27.68	
23440	Heavy Equipment Operator	23.24	
23460	Instrument Mechanic	26.54	
23465	Laboratory/Shelter Mechanic	25.25	
23470	Laborer	15.52	***
23510	Locksmith	26.46	
23530	Machinery Maintenance Mechanic	28.94	
23550	Machinist, Maintenance	24.61	
23580	Maintenance Trades Helper	17.78	
23591	Metrology Technician I	26.54	
23592	Metrology Technician II	27.84	
23593	Metrology Technician III	29.09	
23640	Millwright	27.29	
23710	Office Appliance Repairer	23.11	
23760	Painter, Maintenance	21.09	
23790	Pipefitter, Maintenance	29.02	
23810	Plumber, Maintenance	27.61	
23820	Pneudraulic Systems Mechanic	26.54	
23850	Rigger	24.75	
23870	Scale Mechanic	23.89	
23890	Sheet-Metal Worker, Maintenance	23.53	
23910	Small Engine Mechanic	22.78	
23931	Telecommunications Mechanic I	29.56	
23932	Telecommunications Mechanic II	31.01	
23950	Telephone Lineman	28.38	
23960	Welder, Combination, Maintenance	23.49	
23965	Well Driller	26.54	
23970	Woodcraft Worker	26.54	

23980	Woodworker	21.34	
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14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.81	
24570	Child Care Attendant	14.48	***
24580	Child Care Center Clerk	18.06	
24610	Chore Aide	14.62	***
24620	Family Readiness And Support Services Coordinator	18.81	
24630	Homemaker	18.81	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.40	
25040	Sewage Plant Operator	25.95	
25070	Stationary Engineer	29.40	
25190	Ventilation Equipment Tender	22.22	
25210	Water Treatment Plant Operator	25.95	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.44	
27007	Baggage Inspector	15.24	***
27008	Corrections Officer	22.26	
27010	Court Security Officer	20.77	
27030	Detection Dog Handler	18.98	
27040	Detention Officer	22.26	
27070	Firefighter	19.71	
27101	Guard I	15.24	***
27102	Guard II	18.98	
27131	Police Officer I	26.96	
27132	Police Officer II	29.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.18	
28042	Carnival Equipment Repairer	18.27	
28043	Carnival Worker	14.08	***
28210	Gate Attendant/Gate Tender	18.00	
28310	Lifeguard	14.06	***
28350	Park Attendant (Aide)	20.14	
28510	Recreation Aide/Health Facility Attendant	14.70	***
28515	Recreation Specialist	24.95	
28630	Sports Official	16.04	***
28690	Swimming Pool Operator	20.57	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.83	
29020	Hatch Tender	27.83	
29030	Line Handler	27.83	
29041	Stevedore I	26.35	
29042	Stevedore II	29.41	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	19.95	
30022	Archeological Technician II	22.32	
30023	Archeological Technician III	27.65	
30030	Cartographic Technician	27.65	
30040	Civil Engineering Technician	30.63	
30051	Cryogenic Technician I	30.62	
30052	Cryogenic Technician II	33.83	
30061	Drafter/CAD Operator I	19.95	

30062	Drafter/CAD Operator II	22.32
30063	Drafter/CAD Operator III	24.88
30064	Drafter/CAD Operator IV	30.62
30081	Engineering Technician I	17.32
30082	Engineering Technician II	19.45
30083	Engineering Technician III	21.76
30084	Engineering Technician IV	26.96
30085	Engineering Technician V	32.97
30086	Engineering Technician VI	39.88
30090	Environmental Technician	27.65
30095	Evidence Control Specialist	27.65
30210	Laboratory Technician	25.97
30221	Latent Fingerprint Technician I	30.62
30222	Latent Fingerprint Technician II	33.83
30240	Mathematical Technician	27.65
30361	Paralegal/Legal Assistant I	23.35
30362	Paralegal/Legal Assistant II	28.93
30363	Paralegal/Legal Assistant III	35.39
30364	Paralegal/Legal Assistant IV	42.81
30375	Petroleum Supply Specialist	33.83
30390	Photo-Optics Technician	27.65
30395	Radiation Control Technician	33.83
30461	Technical Writer I	27.33
30462	Technical Writer II	33.43
30463	Technical Writer III	40.46
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	30.62
30502	Weather Forecaster II	37.24
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.88
30621	Weather Observer, Senior	(see 2) 27.65

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	17.17	
31030	Bus Driver	22.03	
31043	Driver Courier	17.10	
31260	Parking and Lot Attendant	14.96	***
31290	Shuttle Bus Driver	16.45	
31310	Taxi Driver	16.45	
31361	Truckdriver, Light	18.18	
31362	Truckdriver, Medium	19.26	
31363	Truckdriver, Heavy	23.30	
31364	Truckdriver, Tractor-Trailer	23.30	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.14	***
99050	Desk Clerk	14.24	***
99095	Embalmer	34.47	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	16.26	
99252	Laboratory Animal Caretaker II	17.29	
99260	Marketing Analyst	35.51	
99310	Mortician	34.47	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	19.09	
99711	Recycling Specialist	21.70	
99730	Refuse Collector	17.79	
99810	Sales Clerk	14.36	***
99820	School Crossing Guard	13.88	***
99830	Survey Party Chief	27.85	

99831	Surveying Aide	18.97
99832	Surveying Technician	25.31
99840	Vending Machine Attendant	21.14
99841	Vending Machine Repairer	25.17
99842	Vending Machine Repairer Helper	21.14

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4007

States/Territories. : Maine

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

AROOSTOOK COUNTY: Allagash, Amity, Ashland, Bancroft, Benedicta, Big Twenty, Blaine, Bragg Tract, Bridgewater, Camp Dana, Caribou, Cary, Castle Hill, Caswell, Central, Chapman, Clayton Lake, Connor, Cox Patent, Crystal, Cyr, Dry Town, Dudley, Dyer Brook, E, Eagle Lake, Easton, Forkstown, Fort Fairfield, Fort Kent, Frenchville, Garfield, Glenwood, Grand Isle, Griswold, Guerette or Oullette, Hamlin, Hammond, Harvey Siding, Haynesville, Hersey, Hodgdon, Houlton, Island Falls, Limestone, Linneus, Littleton, Ludlow, Macwahoc, Madawaska, Mapleton, Mars Hill, Masardis, Merrill, Molunkus, Monticello, Moro, Nashville, New Canada, New Limerick, New Sweden, North Yarmouth Academy, Northern, Oakfield, Orient, Oxbow, Perham, Portage Lake, Presque Isle, Red Point or Sinclair, Reed, Seven Islands, Sherman, Silver Ridge, Smyrna, Southern Squapan, St. Croix, St. Agatha, St. Francis, St. John, Stockholm, Upper Molunkus, Van Buren, Wade, Walker or Colbath, Wallagrass, Washburn, Webbertown, Westfield, Westmanland, Weston, Winterville, Woodland

HANCOCK COUNTY: Bar Harbor, Blue Hill, Brooklin, Brooksville, Bucksport, Castine, Cranberry Isles, Deer Isle, East Hancock, Eastbrook, Ellsworth, Fletchers Landing, Franklin, Gouldsboro, Great Pond, Hancock, Lamoine, Long Island, Mariaville, Mount Desert, Myra, Orland, Penobscot, Sedgwick, Sorrento, Southwest Harbor, Stonington, Sullivan, Surry, Swans Island, Tremont, Trenton, Verona, Waltham, Winter Harbor

PENOBSCOT COUNTY: Carroll, Chester, Corinna, Dexter, Drew, East Millinocket, Grindstone, Herseytown, Hopkins Academy, Kingman, Lakeville, Lee, Lincoln, Long A, Lowell, Mattamiscontis, Mattawamkeag, Maxfield, Medway, Millinocket, Mount Chase, North Penobscot, Patten, Plymouth, Prentiss, Remaining unorganized territory, Seboeis, Soldiertown, Springfield, Stacyville, T3 Indian Purchase, T4 Indian Purchase, Veazie Gore, Webster, Whitney, Winn,

Woodville

PISCATAQUIS COUNTY: Abbot, Atkinson, Barnard, Bear Pond, Beaver Cove, Blanchard, Bowdoin College Grant East, Bowdoin College Grant West, Bowerbank, Brownville, Chesuncook, Churchill Depot, Cove Point, Days Academy Grant, Dover-foxcroft, Eagle Lake, East Middlesex Canal, Elliottsville, Frenchtown, Greenville, Guilford, Harfords Point, Katahdin Iron Works, Kineo, Kingsbury, Lake View, Lilly Bay, Little Squaw, Lobster, Medford, Milo, Monson, Mount Katahdin, Nesourdnahunk, Northeast Carry, Packards, Parkman, Rainbow, Remaining unorganized, Ripogenus, Sangerville, Sebec, Shawtown, Shirley, Soper Mountain, Spencer Bay, Trout Brook, Wellington, Williamsburg, Willimantic
 WASHINGTON COUNTY: Addison, Alexander, Baileyville, Baring, Beals, Beddington, Brookton, Calais, Centerville, Charlotte, Cherryfield, Codyville, Columbia Falls, Columbia, Cooper, Crawford, Cutler, Danforth, Deblois, Dennysville, Devereaux, Dyer, East Central Washington, East Machias, Eastport, Edmunds, Forest City, Forest, Fowler, Grand Lake Stream, Harrington, Indian State, Jonesboro, Jonesport, Kossuth, Lambert Lake, Lubec, Machias, Machiasport, Marion, Marshfield, Meddybemps, Milbridge, No 14 Plantation Lunds, No 21 Plantation Big Lake, North Washington, Northfield, Pembroke, Perry, Pleasant Point, Princeton, Robbinston, Roque Bluffs, Steuben, Talmadge, Topsfield, Trescott, Vancboro, Waite, Wesley, Whiting, Whitneyville

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.28	***
01012	Accounting Clerk II	17.15	
01013	Accounting Clerk III	19.19	
01020	Administrative Assistant	23.54	
01035	Court Reporter	19.86	
01041	Customer Service Representative I	14.36	***
01042	Customer Service Representative II	15.66	***
01043	Customer Service Representative III	17.58	
01051	Data Entry Operator I	14.50	***
01052	Data Entry Operator II	15.81	***
01060	Dispatcher, Motor Vehicle	19.03	
01070	Document Preparation Clerk	15.81	***
01090	Duplicating Machine Operator	15.81	***
01111	General Clerk I	14.10	***
01112	General Clerk II	15.39	***
01113	General Clerk III	17.28	
01120	Housing Referral Assistant	22.14	
01141	Messenger Courier	12.88	***
01191	Order Clerk I	14.02	***
01192	Order Clerk II	15.82	***
01261	Personnel Assistant (Employment) I	17.89	
01262	Personnel Assistant (Employment) II	20.01	
01263	Personnel Assistant (Employment) III	22.30	
01270	Production Control Clerk	26.78	
01290	Rental Clerk	16.10	***
01300	Scheduler, Maintenance	17.75	
01311	Secretary I	17.75	
01312	Secretary II	19.86	
01313	Secretary III	22.13	
01320	Service Order Dispatcher	17.01	
01410	Supply Technician	23.54	
01420	Survey Worker	14.35	***
01460	Switchboard Operator/Receptionist	14.36	***
01531	Travel Clerk I	15.20	***
01532	Travel Clerk II	16.72	
01533	Travel Clerk III	18.39	
01611	Word Processor I	15.81	***
01612	Word Processor II	17.75	
01613	Word Processor III	19.86	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.19	
05010	Automotive Electrician	17.18	
05040	Automotive Glass Installer	16.43	
05070	Automotive Worker	16.43	
05110	Mobile Equipment Servicer	15.02	***
05130	Motor Equipment Metal Mechanic	17.88	
05160	Motor Equipment Metal Worker	16.43	
05190	Motor Vehicle Mechanic	17.88	
05220	Motor Vehicle Mechanic Helper	14.10	***
05250	Motor Vehicle Upholstery Worker	15.70	***
05280	Motor Vehicle Wrecker	16.43	
05310	Painter, Automotive	17.18	
05340	Radiator Repair Specialist	16.43	
05370	Tire Repairer	15.02	***
05400	Transmission Repair Specialist	17.88	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.14	***
07041	Cook I	14.64	***
07042	Cook II	16.02	***
07070	Dishwasher	13.27	***
07130	Food Service Worker	13.97	***
07210	Meat Cutter	18.16	
07260	Waiter/Waitress	13.32	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.76	
09040	Furniture Handler	16.54	
09080	Furniture Refinisher	22.76	
09090	Furniture Refinisher Helper	18.68	
09110	Furniture Repairer, Minor	20.81	
09130	Upholsterer	22.76	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.39	***
11060	Elevator Operator	14.39	***
11090	Gardener	20.98	
11122	Housekeeping Aide	14.44	***
11150	Janitor	14.44	***
11210	Laborer, Grounds Maintenance	17.43	
11240	Maid or Houseman	13.74	***
11260	Pruner	16.38	
11270	Tractor Operator	19.68	
11330	Trail Maintenance Worker	17.43	
11360	Window Cleaner	15.36	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.71	
12011	Breath Alcohol Technician	20.27	
12012	Certified Occupational Therapist Assistant	27.48	
12015	Certified Physical Therapist Assistant	24.56	
12020	Dental Assistant	21.30	
12025	Dental Hygienist	35.13	
12030	EKG Technician	30.73	
12035	Electroneurodiagnostic Technologist	30.73	
12040	Emergency Medical Technician	16.71	
12071	Licensed Practical Nurse I	18.12	
12072	Licensed Practical Nurse II	20.27	
12073	Licensed Practical Nurse III	22.60	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	28.52	
12160	Medical Record Clerk	15.86	***

12190	Medical Record Technician	17.74	
12195	Medical Transcriptionist	18.12	
12210	Nuclear Medicine Technologist	44.56	
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	20.27	
12236	Optical Technician	18.12	
12250	Pharmacy Technician	16.91	
12280	Phlebotomist	14.47	***
12305	Radiologic Technologist	29.12	
12311	Registered Nurse I	24.52	
12312	Registered Nurse II	30.00	
12313	Registered Nurse II, Specialist	30.00	
12314	Registered Nurse III	36.29	
12315	Registered Nurse III, Anesthetist	36.29	
12316	Registered Nurse IV	43.50	
12317	Scheduler (Drug and Alcohol Testing)	25.12	
12320	Substance Abuse Treatment Counselor	22.86	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.15	
13012	Exhibits Specialist II	21.25	
13013	Exhibits Specialist III	25.99	
13041	Illustrator I	17.15	
13042	Illustrator II	21.25	
13043	Illustrator III	25.99	
13047	Librarian	23.34	
13050	Library Aide/Clerk	13.74	***
13054	Library Information Technology Systems Administrator	21.08	
13058	Library Technician	17.04	
13061	Media Specialist I	15.20	***
13062	Media Specialist II	17.02	
13063	Media Specialist III	18.96	
13071	Photographer I	15.34	***
13072	Photographer II	19.74	
13073	Photographer III	24.42	
13074	Photographer IV	29.89	
13075	Photographer V	36.16	
13090	Technical Order Library Clerk	17.25	
13110	Video Teleconference Technician	17.37	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.52	
14042	Computer Operator II	20.72	
14043	Computer Operator III	23.12	
14044	Computer Operator IV	26.18	
14045	Computer Operator V	28.44	
14071	Computer Programmer I	(see 1)	25.44
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	18.52	
14160	Personal Computer Support Technician	26.62	
14170	System Support Specialist	29.48	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.85	
15020	Aircrew Training Devices Instructor (Rated)	37.32	
15030	Air Crew Training Devices Instructor (Pilot)	44.74	
15050	Computer Based Training Specialist / Instructor	30.85	
15060	Educational Technologist	32.78	

15070	Flight Instructor (Pilot)	44.74	
15080	Graphic Artist	22.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.74	
15086	Maintenance Test Pilot, Rotary Wing	44.74	
15088	Non-Maintenance Test/Co-Pilot	44.74	
15090	Technical Instructor	24.20	
15095	Technical Instructor/Course Developer	29.60	
15110	Test Proctor	19.53	
15120	Tutor	19.53	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.15	
19040	Tool And Die Maker	27.80	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.92	
21030	Material Coordinator	26.78	
21040	Material Expediter	26.78	
21050	Material Handling Laborer	14.40	***
21071	Order Filler	13.98	***
21080	Production Line Worker (Food Processing)	17.92	
21110	Shipping Packer	18.13	
21130	Shipping/Receiving Clerk	18.13	
21140	Store Worker I	15.85	***
21150	Stock Clerk	19.12	
21210	Tools And Parts Attendant	17.92	
21410	Warehouse Specialist	17.92	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.00	
23019	Aircraft Logs and Records Technician	21.24	
23021	Aircraft Mechanic I	24.18	
23022	Aircraft Mechanic II	25.00	
23023	Aircraft Mechanic III	25.81	
23040	Aircraft Mechanic Helper	19.27	
23050	Aircraft, Painter	23.23	
23060	Aircraft Servicer	21.24	
23070	Aircraft Survival Flight Equipment Technician	23.23	
23080	Aircraft Worker	22.23	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.23	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.18	
23110	Appliance Mechanic	24.15	
23120	Bicycle Repairer	21.12	
23125	Cable Splicer	34.86	
23130	Carpenter, Maintenance	22.42	
23140	Carpet Layer	23.10	
23160	Electrician, Maintenance	28.08	
23181	Electronics Technician Maintenance I	27.35	
23182	Electronics Technician Maintenance II	28.59	
23183	Electronics Technician Maintenance III	29.76	
23260	Fabric Worker	22.08	

23290	Fire Alarm System Mechanic	25.14	
23310	Fire Extinguisher Repairer	21.12	
23311	Fuel Distribution System Mechanic	25.14	
23312	Fuel Distribution System Operator	21.12	
23370	General Maintenance Worker	18.01	
23380	Ground Support Equipment Mechanic	24.18	
23381	Ground Support Equipment Servicer	21.24	
23382	Ground Support Equipment Worker	22.23	
23391	Gunsmith I	21.12	
23392	Gunsmith II	23.10	
23393	Gunsmith III	25.14	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.75	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.53	
23430	Heavy Equipment Mechanic	22.65	
23440	Heavy Equipment Operator	18.27	
23460	Instrument Mechanic	25.14	
23465	Laboratory/Shelter Mechanic	24.15	
23470	Laborer	14.40	***
23510	Locksmith	24.15	
23530	Machinery Maintenance Mechanic	26.39	
23550	Machinist, Maintenance	22.95	
23580	Maintenance Trades Helper	14.06	***
23591	Metrology Technician I	25.14	
23592	Metrology Technician II	26.00	
23593	Metrology Technician III	26.84	
23640	Millwright	29.76	
23710	Office Appliance Repairer	22.25	
23760	Painter, Maintenance	20.66	
23790	Pipefitter, Maintenance	24.49	
23810	Plumber, Maintenance	23.53	
23820	Pneudraulic Systems Mechanic	25.14	
23850	Rigger	25.14	
23870	Scale Mechanic	23.10	
23890	Sheet-Metal Worker, Maintenance	25.14	
23910	Small Engine Mechanic	19.83	
23931	Telecommunications Mechanic I	34.95	
23932	Telecommunications Mechanic II	36.42	
23950	Telephone Lineman	25.17	
23960	Welder, Combination, Maintenance	19.11	
23965	Well Driller	25.14	
23970	Woodcraft Worker	25.14	
23980	Woodworker	21.12	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.86	
24570	Child Care Attendant	15.69	***
24580	Child Care Center Clerk	19.27	
24610	Chore Aide	13.89	***
24620	Family Readiness And Support Services Coordinator	17.86	
24630	Homemaker	17.86	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.31	
25040	Sewage Plant Operator	22.10	
25070	Stationary Engineer	27.31	
25190	Ventilation Equipment Tender	21.53	
25210	Water Treatment Plant Operator	22.10	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.45	
27007	Baggage Inspector	15.21	***
27008	Corrections Officer	19.46	
27010	Court Security Officer	20.42	
27030	Detection Dog Handler	18.98	
27040	Detention Officer	19.46	

27070	Firefighter	19.24	
27101	Guard I	15.21	***
27102	Guard II	18.98	
27131	Police Officer I	20.86	
27132	Police Officer II	23.18	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.40	
28042	Carnival Equipment Repairer	17.48	
28043	Carnival Worker	13.65	***
28210	Gate Attendant/Gate Tender	17.41	
28310	Lifeguard	15.52	***
28350	Park Attendant (Aide)	19.48	
28510	Recreation Aide/Health Facility Attendant	14.22	***
28515	Recreation Specialist	24.14	
28630	Sports Official	15.52	***
28690	Swimming Pool Operator	19.12	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.74	
29020	Hatch Tender	21.74	
29030	Line Handler	21.74	
29041	Stevedore I	20.49	
29042	Stevedore II	22.72	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.08	
30022	Archeological Technician II	20.23	
30023	Archeological Technician III	25.06	
30030	Cartographic Technician	25.06	
30040	Civil Engineering Technician	25.06	
30051	Cryogenic Technician I	27.75	
30052	Cryogenic Technician II	30.66	
30061	Drafter/CAD Operator I	18.08	
30062	Drafter/CAD Operator II	20.23	
30063	Drafter/CAD Operator III	22.55	
30064	Drafter/CAD Operator IV	27.75	
30081	Engineering Technician I	16.11	***
30082	Engineering Technician II	18.08	
30083	Engineering Technician III	20.23	
30084	Engineering Technician IV	25.06	
30085	Engineering Technician V	30.66	
30086	Engineering Technician VI	37.09	
30090	Environmental Technician	25.06	
30095	Evidence Control Specialist	25.06	
30210	Laboratory Technician	22.55	
30221	Latent Fingerprint Technician I	27.75	
30222	Latent Fingerprint Technician II	30.66	
30240	Mathematical Technician	25.06	
30361	Paralegal/Legal Assistant I	20.12	
30362	Paralegal/Legal Assistant II	24.94	
30363	Paralegal/Legal Assistant III	30.50	
30364	Paralegal/Legal Assistant IV	36.90	
30375	Petroleum Supply Specialist	30.66	
30390	Photo-Optics Technician	24.74	
30395	Radiation Control Technician	30.66	
30461	Technical Writer I	25.06	
30462	Technical Writer II	30.66	
30463	Technical Writer III	37.09	
30491	Unexploded Ordnance (UXO) Technician I	26.22	
30492	Unexploded Ordnance (UXO) Technician II	31.73	
30493	Unexploded Ordnance (UXO) Technician III	38.03	
30494	Unexploded (UXO) Safety Escort	26.22	

30495	Unexploded (UXO) Sweep Personnel	26.22	
30501	Weather Forecaster I	27.75	
30502	Weather Forecaster II	33.76	
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	22.55
30621	Weather Observer, Senior	(see 2)	25.06

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.30	***
31030	Bus Driver	17.14	
31043	Driver Courier	15.01	***
31260	Parking and Lot Attendant	12.50	***
31290	Shuttle Bus Driver	15.81	***
31310	Taxi Driver	13.46	***
31361	Truckdriver, Light	16.00	***
31362	Truckdriver, Medium	16.73	
31363	Truckdriver, Heavy	19.02	
31364	Truckdriver, Tractor-Trailer	19.02	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.65	***
99050	Desk Clerk	13.71	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	20.26	
99252	Laboratory Animal Caretaker II	21.59	
99260	Marketing Analyst	36.01	
99310	Mortician	26.22	
99410	Pest Controller	22.57	
99510	Photofinishing Worker	14.91	***
99710	Recycling Laborer	18.15	
99711	Recycling Specialist	20.49	
99730	Refuse Collector	17.06	
99810	Sales Clerk	14.58	***
99820	School Crossing Guard	16.86	
99830	Survey Party Chief	20.46	
99831	Surveying Aide	13.95	***
99832	Surveying Technician	18.60	
99840	Vending Machine Attendant	20.26	
99841	Vending Machine Repairer	23.62	
99842	Vending Machine Repairer Helper	20.26	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4009

States/Territories. : Maine

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Livermore Falls, Livermore

CUMBERLAND COUNTY: Bridgton, Brunswick, Harpswell, Harrison

FRANKLIN COUNTY: Alder Stream, Avon, Beattie, Berlin, Bigelow, Carrabasset, Carthage, Chain of Ponds, Chesterville, Coburn Gore, Coplin, Dallas, Davis, Eustis, Farmington, Freeman, Gorham Gore, Industry, Jay, Jim Pond, Kibby, Kingfield, Lang, Lowelltown, Madrid, Massachusetts Gore, Merrills Strip, Mount Abram, New Sharon, New Vineyard, Perkins, Phillips, Rangeley plantation, Rangeley, Redington, Salem, Sandy River, Seven Ponds, Skinner, Stetsontown, Strong, Temple, Tim Pond, Township D, Township E, Washington, Weld, Wilton, Wyman

KENNEBEC COUNTY: Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop

KNOX COUNTY: Appleton, Camden, Cushing, Friendship, Hope, Isle au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St. George, Thomaston, Union, Vinalhaven, Warren, Washington

LINCOLN COUNTY: Alna, Boothbay Harbor, Boothbay, Bremen, Bristol, Damariscotta, Dresden, Edgecomb, Hibberts Gore, Jefferson, Monhegan, Newcastle, Nobleboro, Somerville, South Bristol, Southport, Waldoboro, Westport, Whitefield, Wiscasset

OXFORD COUNTY: Adamstown, Albany, Andover N Surplus, Andover, Andover W Surplus, Batchelders Grant, Bethel, Bowmantown, Brownfield, Byron, C Surplus, Canton, Denmark, Dixfield, Fryeburg, Gilead, Grafton, Greenwood, Hanover, Hiram, Lincoln, Lovell, Lower Cupsuptic, Lynchtown, Magalloway, Mason, Mexico,

Milton, Newry, Norway, Oxbow, Paris, Parkertown, Parmachenee, Peru, Porter, Richardsontown, Riley, Roxbury, Rumford, Stoneham, Stow, Sumner, Sweden, Township C, Upper Cupsuptic, Upton, Waterford, West Paris, Woodstock

SAGADAHOC COUNTY: Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins, Phippsburg, Richmond, Topsham, West Bath, Woolwich

SOMERSET COUNTY: Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain, Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua, Brighton, Cambridge, Canaan, Caratunk, Carrying Place, Chase Stream, Comstock, Concord, Cornville, Dead River, Dennistown, Detroit, Dole Brook, East Moxie, Elm Stream, Embden, Fairfield, Flagstaff, Forysth, Hammond, Harmony, Hartland, Highland, Hobbstown, Holeb, Indian Stream, Jackman, Johnson Mountain, King and Bartlett, Lexington, Little W, Long Pond, Lower Enchanted, Madison, Mayfield, Mercer, Misery Gore, Misery, Moose River, Moscow, Moxie Gore, New Portland, Norridgewock, Palmyra, Parlin Pond, Pierce Pond, Pittsfield, Pittston Academy, Pleasant Ridge, Plymouth, Prentiss, Ripley, Rockwood Strip, Russell Pond, Sandbar Tract, Sandwich Academy, Sandy Bay, Sapling, Seboomook Lake, Skowhegan, Smithfield, Solon, Somerset/Bald Mountain, Squaretown, St. John, St. Albans, Starks, Taunton and Raynham, The Forks, Thorndike, Tomhegan, Upper Enchanted, West Forks, West Middlesex

WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro, Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport, Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville, Thorndike, Troy, Unity, Waldo

YORK COUNTY: Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield, Sanford, Shapleigh, Wells, York

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.31	
01012	Accounting Clerk II	18.30	
01013	Accounting Clerk III	20.47	
01020	Administrative Assistant	24.17	
01035	Court Reporter	20.50	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.84	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	15.64	***
01052	Data Entry Operator II	17.07	
01060	Dispatcher, Motor Vehicle	20.57	
01070	Document Preparation Clerk	17.67	
01090	Duplicating Machine Operator	17.67	
01111	General Clerk I	15.27	***
01112	General Clerk II	16.66	
01113	General Clerk III	18.71	
01120	Housing Referral Assistant	22.85	
01141	Messenger Courier	13.31	***
01191	Order Clerk I	15.20	***
01192	Order Clerk II	16.58	
01261	Personnel Assistant (Employment) I	18.22	
01262	Personnel Assistant (Employment) II	20.38	
01263	Personnel Assistant (Employment) III	22.72	
01270	Production Control Clerk	28.73	
01290	Rental Clerk	14.13	***
01300	Scheduler, Maintenance	18.33	
01311	Secretary I	18.33	
01312	Secretary II	20.50	
01313	Secretary III	22.85	
01320	Service Order Dispatcher	18.40	
01410	Supply Technician	24.17	
01420	Survey Worker	15.13	***
01460	Switchboard Operator/Receptionist	14.34	***

01531	Travel Clerk I	15.20	***
01532	Travel Clerk II	16.72	
01533	Travel Clerk III	18.39	
01611	Word Processor I	16.32	
01612	Word Processor II	18.33	
01613	Word Processor III	20.50	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.67	
05010	Automotive Electrician	18.48	
05040	Automotive Glass Installer	17.48	
05070	Automotive Worker	17.48	
05110	Mobile Equipment Servicer	15.61	***
05130	Motor Equipment Metal Mechanic	19.42	
05160	Motor Equipment Metal Worker	17.48	
05190	Motor Vehicle Mechanic	19.42	
05220	Motor Vehicle Mechanic Helper	14.68	***
05250	Motor Vehicle Upholstery Worker	16.54	
05280	Motor Vehicle Wrecker	17.48	
05310	Painter, Automotive	18.48	
05340	Radiator Repair Specialist	17.48	
05370	Tire Repairer	14.06	***
05400	Transmission Repair Specialist	19.42	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.03	***
07041	Cook I	17.14	
07042	Cook II	19.20	
07070	Dishwasher	13.60	***
07130	Food Service Worker	14.26	***
07210	Meat Cutter	16.61	
07260	Waiter/Waitress	13.39	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	27.06	
09040	Furniture Handler	16.31	
09080	Furniture Refinisher	23.36	
09090	Furniture Refinisher Helper	18.56	
09110	Furniture Repairer, Minor	20.92	
09130	Upholsterer	23.36	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.08	***
11060	Elevator Operator	14.72	***
11090	Gardener	18.80	
11122	Housekeeping Aide	14.72	***
11150	Janitor	14.72	***
11210	Laborer, Grounds Maintenance	15.73	***
11240	Maid or Houseman	13.94	***
11260	Pruner	14.67	***
11270	Tractor Operator	17.90	
11330	Trail Maintenance Worker	15.73	***
11360	Window Cleaner	15.79	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.87	
12011	Breath Alcohol Technician	20.46	
12012	Certified Occupational Therapist Assistant	29.41	
12015	Certified Physical Therapist Assistant	28.61	
12020	Dental Assistant	22.31	
12025	Dental Hygienist	34.84	
12030	EKG Technician	31.01	

12035	Electroneurodiagnostic Technologist	31.01	
12040	Emergency Medical Technician	16.87	
12071	Licensed Practical Nurse I	18.29	
12072	Licensed Practical Nurse II	20.46	
12073	Licensed Practical Nurse III	22.81	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	28.70	
12160	Medical Record Clerk	17.60	
12190	Medical Record Technician	19.68	
12195	Medical Transcriptionist	18.36	
12210	Nuclear Medicine Technologist	44.97	
12221	Nursing Assistant I	12.68	***
12222	Nursing Assistant II	14.25	***
12223	Nursing Assistant III	15.55	***
12224	Nursing Assistant IV	17.46	
12235	Optical Dispenser	20.80	
12236	Optical Technician	18.29	
12250	Pharmacy Technician	16.50	
12280	Phlebotomist	15.64	***
12305	Radiologic Technologist	29.06	
12311	Registered Nurse I	26.31	
12312	Registered Nurse II	32.18	
12313	Registered Nurse II, Specialist	32.18	
12314	Registered Nurse III	38.94	
12315	Registered Nurse III, Anesthetist	38.94	
12316	Registered Nurse IV	46.67	
12317	Scheduler (Drug and Alcohol Testing)	25.35	
12320	Substance Abuse Treatment Counselor	25.10	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.75	
13012	Exhibits Specialist II	24.46	
13013	Exhibits Specialist III	29.93	
13041	Illustrator I	19.75	
13042	Illustrator II	24.46	
13043	Illustrator III	29.93	
13047	Librarian	27.09	
13050	Library Aide/Clerk	14.27	***
13054	Library Information Technology Systems Administrator	24.46	
13058	Library Technician	17.60	
13061	Media Specialist I	17.66	
13062	Media Specialist II	19.75	
13063	Media Specialist III	22.01	
13071	Photographer I	17.18	
13072	Photographer II	20.83	
13073	Photographer III	25.81	
13074	Photographer IV	31.57	
13075	Photographer V	38.19	
13090	Technical Order Library Clerk	17.92	
13110	Video Teleconference Technician	22.78	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.07	
14042	Computer Operator II	22.46	
14043	Computer Operator III	25.03	
14044	Computer Operator IV	27.82	
14045	Computer Operator V	30.81	
14071	Computer Programmer I	(see 1)	20.58
14072	Computer Programmer II	(see 1)	25.49
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	20.07	
14160	Personal Computer Support Technician	27.82	
14170	System Support Specialist	32.23	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.15	
15020	Aircrew Training Devices Instructor (Rated)	36.48	
15030	Air Crew Training Devices Instructor (Pilot)	43.72	
15050	Computer Based Training Specialist / Instructor	30.15	
15060	Educational Technologist	33.43	
15070	Flight Instructor (Pilot)	43.72	
15080	Graphic Artist	21.34	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.72	
15086	Maintenance Test Pilot, Rotary Wing	43.72	
15088	Non-Maintenance Test/Co-Pilot	43.72	
15090	Technical Instructor	24.20	
15095	Technical Instructor/Course Developer	29.60	
15110	Test Proctor	19.53	
15120	Tutor	19.53	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.05	
19040	Tool And Die Maker	32.23	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.04	
21030	Material Coordinator	28.73	
21040	Material Expediter	28.73	
21050	Material Handling Laborer	15.50	***
21071	Order Filler	14.39	***
21080	Production Line Worker (Food Processing)	18.04	
21110	Shipping Packer	17.97	
21130	Shipping/Receiving Clerk	17.97	
21140	Store Worker I	16.32	
21150	Stock Clerk	19.89	
21210	Tools And Parts Attendant	18.04	
21410	Warehouse Specialist	18.04	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.57	
23019	Aircraft Logs and Records Technician	20.42	
23021	Aircraft Mechanic I	23.48	
23022	Aircraft Mechanic II	24.57	
23023	Aircraft Mechanic III	25.61	
23040	Aircraft Mechanic Helper	18.52	
23050	Aircraft, Painter	22.35	
23060	Aircraft Servicer	20.42	
23070	Aircraft Survival Flight Equipment Technician	22.35	
23080	Aircraft Worker	21.37	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.37	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.48	
23110	Appliance Mechanic	24.04	
23120	Bicycle Repairer	20.32	
23125	Cable Splicer	29.12	

23130	Carpenter, Maintenance	22.65	
23140	Carpet Layer	22.75	
23160	Electrician, Maintenance	28.82	
23181	Electronics Technician Maintenance I	31.30	
23182	Electronics Technician Maintenance II	33.88	
23183	Electronics Technician Maintenance III	35.60	
23260	Fabric Worker	21.53	
23290	Fire Alarm System Mechanic	22.69	
23310	Fire Extinguisher Repairer	20.32	
23311	Fuel Distribution System Mechanic	25.27	
23312	Fuel Distribution System Operator	20.32	
23370	General Maintenance Worker	19.09	
23380	Ground Support Equipment Mechanic	23.48	
23381	Ground Support Equipment Servicer	20.42	
23382	Ground Support Equipment Worker	21.37	
23391	Gunsmith I	20.32	
23392	Gunsmith II	22.75	
23393	Gunsmith III	25.27	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.80	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.92	
23430	Heavy Equipment Mechanic	22.81	
23440	Heavy Equipment Operator	20.31	
23460	Instrument Mechanic	25.27	
23465	Laboratory/Shelter Mechanic	24.04	
23470	Laborer	15.50	***
23510	Locksmith	24.04	
23530	Machinery Maintenance Mechanic	28.20	
23550	Machinist, Maintenance	25.79	
23580	Maintenance Trades Helper	15.41	***
23591	Metrology Technician I	25.27	
23592	Metrology Technician II	26.51	
23593	Metrology Technician III	27.70	
23640	Millwright	29.04	
23710	Office Appliance Repairer	22.45	
23760	Painter, Maintenance	25.74	
23790	Pipefitter, Maintenance	28.62	
23810	Plumber, Maintenance	27.23	
23820	Pneudraulic Systems Mechanic	25.27	
23850	Rigger	25.83	
23870	Scale Mechanic	22.75	
23890	Sheet-Metal Worker, Maintenance	25.50	
23910	Small Engine Mechanic	20.98	
23931	Telecommunications Mechanic I	32.46	
23932	Telecommunications Mechanic II	34.05	
23950	Telephone Lineman	29.74	
23960	Welder, Combination, Maintenance	26.54	
23965	Well Driller	24.96	
23970	Woodcraft Worker	25.27	
23980	Woodworker	20.32	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.89	
24570	Child Care Attendant	14.16	***
24580	Child Care Center Clerk	17.65	
24610	Chore Aide	14.03	***
24620	Family Readiness And Support Services Coordinator	17.89	
24630	Homemaker	17.89	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.67	
25040	Sewage Plant Operator	22.55	
25070	Stationary Engineer	23.67	
25190	Ventilation Equipment Tender	17.90	
25210	Water Treatment Plant Operator	22.55	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.51	
27007	Baggage Inspector	17.96	
27008	Corrections Officer	20.08	
27010	Court Security Officer	21.27	
27030	Detection Dog Handler	20.09	
27040	Detention Officer	20.08	
27070	Firefighter	21.64	
27101	Guard I	17.96	
27102	Guard II	20.09	
27131	Police Officer I	22.51	
27132	Police Officer II	25.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.35	
28042	Carnival Equipment Repairer	17.39	
28043	Carnival Worker	13.40	***
28210	Gate Attendant/Gate Tender	17.81	
28310	Lifeguard	13.60	***
28350	Park Attendant (Aide)	19.93	
28510	Recreation Aide/Health Facility Attendant	14.54	***
28515	Recreation Specialist	24.40	
28630	Sports Official	15.87	***
28690	Swimming Pool Operator	19.73	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.16	
29020	Hatch Tender	26.16	
29030	Line Handler	26.16	
29041	Stevedore I	24.76	
29042	Stevedore II	27.65	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	18.70	
30022	Archeological Technician II	20.91	
30023	Archeological Technician III	25.91	
30030	Cartographic Technician	25.91	
30040	Civil Engineering Technician	29.41	
30051	Cryogenic Technician I	28.69	
30052	Cryogenic Technician II	31.69	
30061	Drafter/CAD Operator I	18.70	
30062	Drafter/CAD Operator II	20.91	
30063	Drafter/CAD Operator III	23.31	
30064	Drafter/CAD Operator IV	28.69	
30081	Engineering Technician I	16.35	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.54	
30084	Engineering Technician IV	25.44	
30085	Engineering Technician V	31.12	
30086	Engineering Technician VI	37.66	
30090	Environmental Technician	20.36	
30095	Evidence Control Specialist	25.91	
30210	Laboratory Technician	23.94	
30221	Latent Fingerprint Technician I	28.69	
30222	Latent Fingerprint Technician II	31.69	
30240	Mathematical Technician	28.27	
30361	Paralegal/Legal Assistant I	22.40	
30362	Paralegal/Legal Assistant II	27.76	
30363	Paralegal/Legal Assistant III	33.95	
30364	Paralegal/Legal Assistant IV	41.07	
30375	Petroleum Supply Specialist	31.69	

30390	Photo-Optics Technician	25.13
30395	Radiation Control Technician	31.69
30461	Technical Writer I	30.92
30462	Technical Writer II	37.83
30463	Technical Writer III	45.76
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.69
30502	Weather Forecaster II	34.91
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.31
30621	Weather Observer, Senior	(see 2) 25.91

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	14.27	***
31030	Bus Driver	18.31	
31043	Driver Courier	14.03	***
31260	Parking and Lot Attendant	13.67	***
31290	Shuttle Bus Driver	17.91	
31310	Taxi Driver	15.39	***
31361	Truckdriver, Light	14.80	***
31362	Truckdriver, Medium	15.62	***
31363	Truckdriver, Heavy	21.57	
31364	Truckdriver, Tractor-Trailer	21.57	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	13.61	***
99050	Desk Clerk	14.16	***
99095	Embalmer	24.92	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	15.33	***
99252	Laboratory Animal Caretaker II	16.30	
99260	Marketing Analyst	34.14	
99310	Mortician	24.92	
99410	Pest Controller	19.57	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	18.68	
99711	Recycling Specialist	21.26	
99730	Refuse Collector	17.42	
99810	Sales Clerk	14.02	***
99820	School Crossing Guard	17.32	
99830	Survey Party Chief	24.71	
99831	Surveying Aide	16.85	
99832	Surveying Technician	22.47	
99840	Vending Machine Attendant	15.48	***
99841	Vending Machine Repairer	20.66	
99842	Vending Machine Repairer Helper	15.48	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine

operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4011

States/Territories. : Maine

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination applies to the following towns in York County: Eliot, Kittery

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.87	
01012	Accounting Clerk II	20.08	
01013	Accounting Clerk III	22.45	
01020	Administrative Assistant	32.06	
01035	Court Reporter	21.64	
01041	Customer Service Representative I	15.57	***
01042	Customer Service Representative II	17.38	
01043	Customer Service Representative III	19.08	
01051	Data Entry Operator I	16.20	
01052	Data Entry Operator II	17.68	
01060	Dispatcher, Motor Vehicle	23.52	
01070	Document Preparation Clerk	17.81	
01090	Duplicating Machine Operator	17.81	
01111	General Clerk I	16.27	
01112	General Clerk II	17.75	
01113	General Clerk III	19.94	
01120	Housing Referral Assistant	24.12	
01141	Messenger Courier	14.56	***
01191	Order Clerk I	17.49	
01192	Order Clerk II	19.14	
01261	Personnel Assistant (Employment) I	18.81	

01262	Personnel Assistant (Employment) II	21.04	
01263	Personnel Assistant (Employment) III	23.46	
01270	Production Control Clerk	32.38	
01290	Rental Clerk	17.83	
01300	Scheduler, Maintenance	19.34	
01311	Secretary I	19.34	
01312	Secretary II	21.64	
01313	Secretary III	24.12	
01320	Service Order Dispatcher	20.75	
01410	Supply Technician	32.06	
01420	Survey Worker	19.39	
01460	Switchboard Operator/Receptionist	16.00	***
01531	Travel Clerk I	15.28	***
01532	Travel Clerk II	16.72	
01533	Travel Clerk III	18.39	
01611	Word Processor I	17.23	
01612	Word Processor II	19.34	
01613	Word Processor III	21.64	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.02	
05010	Automotive Electrician	22.44	
05040	Automotive Glass Installer	21.24	
05070	Automotive Worker	21.24	
05110	Mobile Equipment Servicer	18.96	
05130	Motor Equipment Metal Mechanic	23.59	
05160	Motor Equipment Metal Worker	21.24	
05190	Motor Vehicle Mechanic	23.59	
05220	Motor Vehicle Mechanic Helper	17.83	
05250	Motor Vehicle Upholstery Worker	20.10	
05280	Motor Vehicle Wrecker	21.24	
05310	Painter, Automotive	22.44	
05340	Radiator Repair Specialist	21.24	
05370	Tire Repairer	14.66	***
05400	Transmission Repair Specialist	23.59	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.37	
07041	Cook I	18.79	
07042	Cook II	21.04	
07070	Dishwasher	13.59	***
07130	Food Service Worker	15.19	***
07210	Meat Cutter	21.10	
07260	Waiter/Waitress	13.26	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.60	
09040	Furniture Handler	15.98	***
09080	Furniture Refinisher	22.88	
09090	Furniture Refinisher Helper	18.18	
09110	Furniture Repairer, Minor	19.91	
09130	Upholsterer	22.89	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	17.30	
11060	Elevator Operator	17.30	
11090	Gardener	22.09	
11122	Housekeeping Aide	17.63	
11150	Janitor	17.63	
11210	Laborer, Grounds Maintenance	18.25	
11240	Maid or Houseman	14.65	***
11260	Pruner	17.02	
11270	Tractor Operator	20.78	
11330	Trail Maintenance Worker	18.25	

11360	Window Cleaner	18.90
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.94	
12011	Breath Alcohol Technician	25.55	
12012	Certified Occupational Therapist Assistant	36.15	
12015	Certified Physical Therapist Assistant	30.75	
12020	Dental Assistant	26.29	
12025	Dental Hygienist	38.90	
12030	EKG Technician	34.85	
12035	Electroneurodiagnostic Technologist	34.85	
12040	Emergency Medical Technician	20.94	
12071	Licensed Practical Nurse I	23.55	
12072	Licensed Practical Nurse II	26.34	
12073	Licensed Practical Nurse III	29.37	
12100	Medical Assistant	18.46	
12130	Medical Laboratory Technician	29.18	
12160	Medical Record Clerk	18.67	
12190	Medical Record Technician	21.05	
12195	Medical Transcriptionist	23.55	
12210	Nuclear Medicine Technologist	57.91	
12221	Nursing Assistant I	13.14	***
12222	Nursing Assistant II	14.77	***
12223	Nursing Assistant III	16.12	***
12224	Nursing Assistant IV	18.09	
12235	Optical Dispenser	22.12	
12236	Optical Technician	20.13	
12250	Pharmacy Technician	17.70	
12280	Phlebotomist	18.76	
12305	Radiologic Technologist	36.05	
12311	Registered Nurse I	25.74	
12312	Registered Nurse II	31.49	
12313	Registered Nurse II, Specialist	31.49	
12314	Registered Nurse III	38.11	
12315	Registered Nurse III, Anesthetist	38.11	
12316	Registered Nurse IV	45.67	
12317	Scheduler (Drug and Alcohol Testing)	32.64	
12320	Substance Abuse Treatment Counselor	30.22	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.96	
13012	Exhibits Specialist II	27.21	
13013	Exhibits Specialist III	33.29	
13041	Illustrator I	21.96	
13042	Illustrator II	27.21	
13043	Illustrator III	33.29	
13047	Librarian	30.13	
13050	Library Aide/Clerk	13.90	***
13054	Library Information Technology Systems Administrator	27.21	
13058	Library Technician	21.98	
13061	Media Specialist I	19.63	
13062	Media Specialist II	21.96	
13063	Media Specialist III	24.48	
13071	Photographer I	19.63	
13072	Photographer II	21.96	
13073	Photographer III	27.21	
13074	Photographer IV	33.29	
13075	Photographer V	40.26	
13090	Technical Order Library Clerk	17.45	
13110	Video Teleconference Technician	21.02	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.10	
14042	Computer Operator II	20.24	
14043	Computer Operator III	22.56	
14044	Computer Operator IV	25.07	

14045	Computer Operator V		27.76
14071	Computer Programmer I	(see 1)	22.28
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.10
14160	Personal Computer Support Technician		27.62
14170	System Support Specialist		34.84

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		33.35	
15020	Aircrew Training Devices Instructor (Rated)		40.36	
15030	Air Crew Training Devices Instructor (Pilot)		48.37	
15050	Computer Based Training Specialist / Instructor		33.35	
15060	Educational Technologist		30.98	
15070	Flight Instructor (Pilot)		48.37	
15080	Graphic Artist		26.24	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.37	
15086	Maintenance Test Pilot, Rotary Wing		48.37	
15088	Non-Maintenance Test/Co-Pilot		48.37	
15090	Technical Instructor		27.47	
15095	Technical Instructor/Course Developer		33.60	
15110	Test Proctor		22.17	
15120	Tutor		22.17	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.46	
19040	Tool And Die Maker		31.62	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.32	
21030	Material Coordinator		32.38	
21040	Material Expediter		32.38	
21050	Material Handling Laborer		16.44	
21071	Order Filler		14.56	***
21080	Production Line Worker (Food Processing)		21.32	
21110	Shipping Packer		18.28	
21130	Shipping/Receiving Clerk		18.28	
21140	Store Worker I		16.32	
21150	Stock Clerk		19.89	
21210	Tools And Parts Attendant		21.32	
21410	Warehouse Specialist		21.32	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		35.45	
23019	Aircraft Logs and Records Technician		28.80	

23021	Aircraft Mechanic I	33.80
23022	Aircraft Mechanic II	35.45
23023	Aircraft Mechanic III	37.04
23040	Aircraft Mechanic Helper	25.53
23050	Aircraft, Painter	32.16
23060	Aircraft Servicer	28.80
23070	Aircraft Survival Flight Equipment Technician	32.16
23080	Aircraft Worker	30.43
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.43
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.80
23110	Appliance Mechanic	28.70
23120	Bicycle Repairer	24.25
23125	Cable Splicer	36.63
23130	Carpenter, Maintenance	24.56
23140	Carpet Layer	27.15
23160	Electrician, Maintenance	27.24
23181	Electronics Technician Maintenance I	25.72
23182	Electronics Technician Maintenance II	27.18
23183	Electronics Technician Maintenance III	28.57
23260	Fabric Worker	25.70
23290	Fire Alarm System Mechanic	30.16
23310	Fire Extinguisher Repairer	24.25
23311	Fuel Distribution System Mechanic	30.16
23312	Fuel Distribution System Operator	24.25
23370	General Maintenance Worker	23.18
23380	Ground Support Equipment Mechanic	33.80
23381	Ground Support Equipment Servicer	28.80
23382	Ground Support Equipment Worker	30.43
23391	Gunsmith I	24.25
23392	Gunsmith II	27.15
23393	Gunsmith III	30.16
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.86
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.27
23430	Heavy Equipment Mechanic	28.71
23440	Heavy Equipment Operator	23.32
23460	Instrument Mechanic	30.59
23465	Laboratory/Shelter Mechanic	28.70
23470	Laborer	16.44
23510	Locksmith	28.70
23530	Machinery Maintenance Mechanic	29.17
23550	Machinist, Maintenance	27.24
23580	Maintenance Trades Helper	16.68
23591	Metrology Technician I	30.59
23592	Metrology Technician II	32.09
23593	Metrology Technician III	33.53
23640	Millwright	30.16
23710	Office Appliance Repairer	23.03
23760	Painter, Maintenance	23.20
23790	Pipefitter, Maintenance	28.26
23810	Plumber, Maintenance	26.89
23820	Pneudraulic Systems Mechanic	30.16
23850	Rigger	30.16
23870	Scale Mechanic	27.15
23890	Sheet-Metal Worker, Maintenance	27.24
23910	Small Engine Mechanic	25.33
23931	Telecommunications Mechanic I	32.76
23932	Telecommunications Mechanic II	34.35
23950	Telephone Lineman	33.51
23960	Welder, Combination, Maintenance	28.26
23965	Well Driller	30.16
23970	Woodcraft Worker	30.16
23980	Woodworker	24.25

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.61	
24570	Child Care Attendant	13.81	***
24580	Child Care Center Clerk	17.20	
24610	Chore Aide	14.46	***

24620	Family Readiness And Support Services Coordinator	18.61
24630	Homemaker	18.61

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.16	
25040	Sewage Plant Operator	28.99	
25070	Stationary Engineer	30.16	
25190	Ventilation Equipment Tender	22.81	
25210	Water Treatment Plant Operator	28.99	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.58	
27007	Baggage Inspector	17.01	
27008	Corrections Officer	23.69	
27010	Court Security Officer	23.69	
27030	Detection Dog Handler	19.36	
27040	Detention Officer	23.69	
27070	Firefighter	23.69	
27101	Guard I	17.01	
27102	Guard II	19.36	
27131	Police Officer I	26.29	
27132	Police Officer II	29.22	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.09	***
28042	Carnival Equipment Repairer	13.93	***
28043	Carnival Worker	10.73	***
28210	Gate Attendant/Gate Tender	19.88	
28310	Lifeguard	13.32	***
28350	Park Attendant (Aide)	22.24	
28510	Recreation Aide/Health Facility Attendant	16.23	
28515	Recreation Specialist	26.04	
28630	Sports Official	17.71	
28690	Swimming Pool Operator	18.70	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.15	
29020	Hatch Tender	27.15	
29030	Line Handler	27.15	
29041	Stevedore I	25.70	
29042	Stevedore II	28.70	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	19.14	
30022	Archeological Technician II	21.42	
30023	Archeological Technician III	26.54	
30030	Cartographic Technician	26.54	
30040	Civil Engineering Technician	31.59	
30051	Cryogenic Technician I	29.39	
30052	Cryogenic Technician II	32.46	
30061	Drafter/CAD Operator I	19.14	
30062	Drafter/CAD Operator II	21.42	
30063	Drafter/CAD Operator III	23.88	
30064	Drafter/CAD Operator IV	29.39	
30081	Engineering Technician I	16.57	
30082	Engineering Technician II	18.60	
30083	Engineering Technician III	20.81	
30084	Engineering Technician IV	25.78	
30085	Engineering Technician V	31.54	

30086	Engineering Technician VI	38.15
30090	Environmental Technician	26.16
30095	Evidence Control Specialist	26.54
30210	Laboratory Technician	26.27
30221	Latent Fingerprint Technician I	29.39
30222	Latent Fingerprint Technician II	32.46
30240	Mathematical Technician	29.19
30361	Paralegal/Legal Assistant I	23.31
30362	Paralegal/Legal Assistant II	28.88
30363	Paralegal/Legal Assistant III	35.33
30364	Paralegal/Legal Assistant IV	42.73
30375	Petroleum Supply Specialist	32.46
30390	Photo-Optics Technician	25.76
30395	Radiation Control Technician	32.46
30461	Technical Writer I	26.29
30462	Technical Writer II	32.15
30463	Technical Writer III	38.91
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.88
30621	Weather Observer, Senior	(see 2) 26.54

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	15.96	***
31030	Bus Driver	21.66	
31043	Driver Courier	16.73	
31260	Parking and Lot Attendant	13.71	***
31290	Shuttle Bus Driver	16.28	
31310	Taxi Driver	15.09	***
31361	Truckdriver, Light	17.79	
31362	Truckdriver, Medium	18.85	
31363	Truckdriver, Heavy	23.87	
31364	Truckdriver, Tractor-Trailer	23.87	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	12.87	***
99050	Desk Clerk	14.58	***
99095	Embalmer	29.36	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.25	
99252	Laboratory Animal Caretaker II	19.24	
99260	Marketing Analyst	33.66	
99310	Mortician	29.36	
99410	Pest Controller	23.82	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	20.54	
99711	Recycling Specialist	23.38	
99730	Refuse Collector	19.15	
99810	Sales Clerk	14.23	***
99820	School Crossing Guard	17.32	
99830	Survey Party Chief	26.16	
99831	Surveying Aide	17.84	
99832	Surveying Technician	23.78	
99840	Vending Machine Attendant	21.14	
99841	Vending Machine Repairer	25.17	
99842	Vending Machine Repairer Helper	21.14	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4015

States/Territories. : Maine

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maine

This wage determination is applicable to the following towns in YORK COUNTY:
Berwick, Lebanon, South Berwick

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.22	
01012	Accounting Clerk II	18.20	
01013	Accounting Clerk III	20.36	
01020	Administrative Assistant	30.53	
01035	Court Reporter	20.60	
01041	Customer Service Representative I	15.46	***
01042	Customer Service Representative II	17.39	
01043	Customer Service Representative III	18.98	
01051	Data Entry Operator I	16.72	
01052	Data Entry Operator II	18.25	
01060	Dispatcher, Motor Vehicle	18.70	
01070	Document Preparation Clerk	16.40	
01090	Duplicating Machine Operator	16.40	
01111	General Clerk I	14.90	***
01112	General Clerk II	16.26	
01113	General Clerk III	18.26	
01120	Housing Referral Assistant	22.97	
01141	Messenger Courier	13.37	***
01191	Order Clerk I	15.57	***
01192	Order Clerk II	17.80	

01261	Personnel Assistant (Employment) I	18.53	
01262	Personnel Assistant (Employment) II	20.73	
01263	Personnel Assistant (Employment) III	23.11	
01270	Production Control Clerk	24.04	
01290	Rental Clerk	17.37	
01300	Scheduler, Maintenance	18.41	
01311	Secretary I	18.41	
01312	Secretary II	20.60	
01313	Secretary III	22.97	
01320	Service Order Dispatcher	16.72	
01410	Supply Technician	30.53	
01420	Survey Worker	21.92	
01460	Switchboard Operator/Receptionist	16.80	
01531	Travel Clerk I	15.28	***
01532	Travel Clerk II	16.72	
01533	Travel Clerk III	18.39	
01611	Word Processor I	16.40	
01612	Word Processor II	18.41	
01613	Word Processor III	20.60	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.81	
05010	Automotive Electrician	21.37	
05040	Automotive Glass Installer	20.22	
05070	Automotive Worker	20.22	
05110	Mobile Equipment Servicer	18.05	
05130	Motor Equipment Metal Mechanic	22.46	
05160	Motor Equipment Metal Worker	20.22	
05190	Motor Vehicle Mechanic	22.46	
05220	Motor Vehicle Mechanic Helper	16.96	
05250	Motor Vehicle Upholstery Worker	19.13	
05280	Motor Vehicle Wrecker	20.22	
05310	Painter, Automotive	21.37	
05340	Radiator Repair Specialist	20.22	
05370	Tire Repairer	15.98	***
05400	Transmission Repair Specialist	22.46	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.96	***
07041	Cook I	17.20	
07042	Cook II	19.26	
07070	Dishwasher	11.59	***
07130	Food Service Worker	13.55	***
07210	Meat Cutter	21.58	
07260	Waiter/Waitress	12.11	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.98	
09040	Furniture Handler	15.72	***
09080	Furniture Refinisher	22.22	
09090	Furniture Refinisher Helper	17.66	
09110	Furniture Repairer, Minor	19.90	
09130	Upholsterer	22.22	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.21	***
11060	Elevator Operator	14.21	***
11090	Gardener	21.18	
11122	Housekeeping Aide	15.48	***
11150	Janitor	15.48	***
11210	Laborer, Grounds Maintenance	17.50	
11240	Maid or Houseman	14.11	***
11260	Pruner	16.32	
11270	Tractor Operator	19.92	

11330	Trail Maintenance Worker	17.50
11360	Window Cleaner	16.60

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.57	
12011	Breath Alcohol Technician	25.54	
12012	Certified Occupational Therapist Assistant	35.04	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	23.13	
12025	Dental Hygienist	40.92	
12030	EKG Technician	38.71	
12035	Electroneurodiagnostic Technologist	38.71	
12040	Emergency Medical Technician	20.57	
12071	Licensed Practical Nurse I	22.83	
12072	Licensed Practical Nurse II	25.54	
12073	Licensed Practical Nurse III	28.47	
12100	Medical Assistant	18.71	
12130	Medical Laboratory Technician	25.36	
12160	Medical Record Clerk	18.02	
12190	Medical Record Technician	30.47	
12195	Medical Transcriptionist	22.83	
12210	Nuclear Medicine Technologist	56.13	
12221	Nursing Assistant I	13.54	***
12222	Nursing Assistant II	15.21	***
12223	Nursing Assistant III	16.60	
12224	Nursing Assistant IV	18.65	
12235	Optical Dispenser	19.85	
12236	Optical Technician	22.83	
12250	Pharmacy Technician	17.62	
12280	Phlebotomist	22.29	
12305	Radiologic Technologist	36.16	
12311	Registered Nurse I	27.04	
12312	Registered Nurse II	33.07	
12313	Registered Nurse II, Specialist	33.07	
12314	Registered Nurse III	40.00	
12315	Registered Nurse III, Anesthetist	40.00	
12316	Registered Nurse IV	47.95	
12317	Scheduler (Drug and Alcohol Testing)	31.64	
12320	Substance Abuse Treatment Counselor	25.63	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.11	
13012	Exhibits Specialist II	27.38	
13013	Exhibits Specialist III	33.48	
13041	Illustrator I	22.11	
13042	Illustrator II	27.38	
13043	Illustrator III	33.48	
13047	Librarian	30.33	
13050	Library Aide/Clerk	13.30	***
13054	Library Information Technology Systems Administrator	27.38	
13058	Library Technician	18.37	
13061	Media Specialist I	19.76	
13062	Media Specialist II	22.11	
13063	Media Specialist III	24.64	
13071	Photographer I	19.76	
13072	Photographer II	22.11	
13073	Photographer III	27.38	
13074	Photographer IV	33.48	
13075	Photographer V	40.52	
13090	Technical Order Library Clerk	17.34	
13110	Video Teleconference Technician	19.76	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.08	
14042	Computer Operator II	22.46	
14043	Computer Operator III	25.05	

14044	Computer Operator IV		27.83
14045	Computer Operator V		30.83
14071	Computer Programmer I	(see 1)	22.52
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		20.08
14160	Personal Computer Support Technician		28.47
14170	System Support Specialist		31.53

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.87	
15020	Aircrew Training Devices Instructor (Rated)		39.67	
15030	Air Crew Training Devices Instructor (Pilot)		44.80	
15050	Computer Based Training Specialist / Instructor		30.87	
15060	Educational Technologist		34.08	
15070	Flight Instructor (Pilot)		44.80	
15080	Graphic Artist		23.80	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.80	
15086	Maintenance Test Pilot, Rotary Wing		44.80	
15088	Non-Maintenance Test/Co-Pilot		44.80	
15090	Technical Instructor		28.13	
15095	Technical Instructor/Course Developer		34.41	
15110	Test Proctor		22.71	
15120	Tutor		22.71	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.52	
19040	Tool And Die Maker		29.30	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.38	
21030	Material Coordinator		24.04	
21040	Material Expediter		24.04	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		14.19	***
21080	Production Line Worker (Food Processing)		18.38	
21110	Shipping Packer		17.91	
21130	Shipping/Receiving Clerk		17.91	
21140	Store Worker I		16.32	
21150	Stock Clerk		19.89	
21210	Tools And Parts Attendant		18.38	
21410	Warehouse Specialist		18.38	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.03	

23019	Aircraft Logs and Records Technician	21.95	
23021	Aircraft Mechanic I	25.77	
23022	Aircraft Mechanic II	27.03	
23023	Aircraft Mechanic III	28.25	
23040	Aircraft Mechanic Helper	19.48	
23050	Aircraft, Painter	24.52	
23060	Aircraft Servicer	21.95	
23070	Aircraft Survival Flight Equipment Technician	24.52	
23080	Aircraft Worker	23.20	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.20	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.77	
23110	Appliance Mechanic	24.52	
23120	Bicycle Repairer	20.71	
23125	Cable Splicer	25.77	
23130	Carpenter, Maintenance	24.76	
23140	Carpet Layer	23.20	
23160	Electrician, Maintenance	25.63	
23181	Electronics Technician Maintenance I	25.23	
23182	Electronics Technician Maintenance II	26.66	
23183	Electronics Technician Maintenance III	28.03	
23260	Fabric Worker	21.95	
23290	Fire Alarm System Mechanic	25.77	
23310	Fire Extinguisher Repairer	20.71	
23311	Fuel Distribution System Mechanic	25.77	
23312	Fuel Distribution System Operator	20.71	
23370	General Maintenance Worker	21.16	
23380	Ground Support Equipment Mechanic	25.77	
23381	Ground Support Equipment Servicer	21.95	
23382	Ground Support Equipment Worker	23.20	
23391	Gunsmith I	20.71	
23392	Gunsmith II	23.20	
23393	Gunsmith III	25.77	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.64	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.09	
23430	Heavy Equipment Mechanic	25.77	
23440	Heavy Equipment Operator	23.11	
23460	Instrument Mechanic	25.77	
23465	Laboratory/Shelter Mechanic	24.52	
23470	Laborer	14.39	***
23510	Locksmith	24.52	
23530	Machinery Maintenance Mechanic	26.81	
23550	Machinist, Maintenance	23.36	
23580	Maintenance Trades Helper	18.15	
23591	Metrology Technician I	25.77	
23592	Metrology Technician II	27.03	
23593	Metrology Technician III	28.25	
23640	Millwright	26.43	
23710	Office Appliance Repairer	25.18	
23760	Painter, Maintenance	19.00	
23790	Pipefitter, Maintenance	28.34	
23810	Plumber, Maintenance	26.96	
23820	Pneudraulic Systems Mechanic	25.77	
23850	Rigger	25.77	
23870	Scale Mechanic	23.20	
23890	Sheet-Metal Worker, Maintenance	25.77	
23910	Small Engine Mechanic	23.20	
23931	Telecommunications Mechanic I	28.35	
23932	Telecommunications Mechanic II	29.73	
23950	Telephone Lineman	27.69	
23960	Welder, Combination, Maintenance	23.57	
23965	Well Driller	25.77	
23970	Woodcraft Worker	25.77	
23980	Woodworker	20.71	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.73	
24570	Child Care Attendant	12.60	***
24580	Child Care Center Clerk	15.70	***

24610	Chore Aide	14.16	***
24620	Family Readiness And Support Services Coordinator	16.73	
24630	Homemaker	16.73	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.35	
25040	Sewage Plant Operator	26.76	
25070	Stationary Engineer	28.35	
25190	Ventilation Equipment Tender	21.26	
25210	Water Treatment Plant Operator	26.76	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.20	
27007	Baggage Inspector	17.24	
27008	Corrections Officer	24.10	
27010	Court Security Officer	24.10	
27030	Detection Dog Handler	19.28	
27040	Detention Officer	24.10	
27070	Firefighter	24.10	
27101	Guard I	17.24	
27102	Guard II	19.28	
27131	Police Officer I	26.70	
27132	Police Officer II	29.68	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.18	***
28042	Carnival Equipment Repairer	14.02	***
28043	Carnival Worker	10.80	***
28210	Gate Attendant/Gate Tender	17.34	
28310	Lifeguard	14.98	***
28350	Park Attendant (Aide)	19.41	
28510	Recreation Aide/Health Facility Attendant	14.16	***
28515	Recreation Specialist	23.67	
28630	Sports Official	15.46	***
28690	Swimming Pool Operator	20.57	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.20	
29020	Hatch Tender	23.20	
29030	Line Handler	23.20	
29041	Stevedore I	21.95	
29042	Stevedore II	24.52	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	20.15	
30022	Archeological Technician II	22.53	
30023	Archeological Technician III	27.91	
30030	Cartographic Technician	27.91	
30040	Civil Engineering Technician	27.91	
30051	Cryogenic Technician I	30.91	
30052	Cryogenic Technician II	34.14	
30061	Drafter/CAD Operator I	20.15	
30062	Drafter/CAD Operator II	22.53	
30063	Drafter/CAD Operator III	25.11	
30064	Drafter/CAD Operator IV	30.91	
30081	Engineering Technician I	17.94	
30082	Engineering Technician II	20.15	
30083	Engineering Technician III	22.53	
30084	Engineering Technician IV	27.91	

30085	Engineering Technician V		34.14
30086	Engineering Technician VI		41.32
30090	Environmental Technician		27.91
30095	Evidence Control Specialist		27.91
30210	Laboratory Technician		25.11
30221	Latent Fingerprint Technician I		30.91
30222	Latent Fingerprint Technician II		34.14
30240	Mathematical Technician		27.91
30361	Paralegal/Legal Assistant I		22.60
30362	Paralegal/Legal Assistant II		28.00
30363	Paralegal/Legal Assistant III		34.25
30364	Paralegal/Legal Assistant IV		41.43
30375	Petroleum Supply Specialist		34.14
30390	Photo-Optics Technician		27.91
30395	Radiation Control Technician		34.14
30461	Technical Writer I		27.91
30462	Technical Writer II		34.14
30463	Technical Writer III		41.32
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		30.91
30502	Weather Forecaster II		37.61
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	25.11
30621	Weather Observer, Senior	(see 2)	27.91

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	16.44	
31030	Bus Driver	21.57	
31043	Driver Courier	16.97	
31260	Parking and Lot Attendant	15.33	***
31290	Shuttle Bus Driver	17.69	
31310	Taxi Driver	15.02	***
31361	Truckdriver, Light	17.99	
31362	Truckdriver, Medium	19.07	
31363	Truckdriver, Heavy	22.95	
31364	Truckdriver, Tractor-Trailer	22.95	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	11.47	***
99050	Desk Clerk	14.54	***
99095	Embalmer	29.36	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	16.57	
99252	Laboratory Animal Caretaker II	17.62	
99260	Marketing Analyst	29.45	
99310	Mortician	29.36	
99410	Pest Controller	23.82	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	19.81	
99711	Recycling Specialist	22.55	
99730	Refuse Collector	18.47	
99810	Sales Clerk	14.13	***
99820	School Crossing Guard	17.32	
99830	Survey Party Chief	21.33	
99831	Surveying Aide	14.53	***
99832	Surveying Technician	19.38	
99840	Vending Machine Attendant	21.14	
99841	Vending Machine Repairer	25.17	
99842	Vending Machine Repairer Helper	21.14	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4215

States/Territories. : Maryland

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

States: Delaware, Maryland, New Jersey

Area: Delaware County of New Castle

Maryland County of Cecil

New Jersey County of Salem

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.20	
01012	Accounting Clerk II	20.43	
01013	Accounting Clerk III	22.85	
01020	Administrative Assistant	32.88	
01035	Court Reporter	28.93	
01041	Customer Service Representative I	15.39	***
01042	Customer Service Representative II	16.79	
01043	Customer Service Representative III	18.86	
01051	Data Entry Operator I	16.55	
01052	Data Entry Operator II	18.06	
01060	Dispatcher, Motor Vehicle	21.60	
01070	Document Preparation Clerk	17.83	
01090	Duplicating Machine Operator	17.83	
01111	General Clerk I	15.39	***
01112	General Clerk II	16.79	
01113	General Clerk III	18.85	
01120	Housing Referral Assistant	24.11	
01141	Messenger Courier	15.10	***
01191	Order Clerk I	16.51	

01192	Order Clerk II	18.01
01261	Personnel Assistant (Employment) I	18.24
01262	Personnel Assistant (Employment) II	20.41
01263	Personnel Assistant (Employment) III	22.75
01270	Production Control Clerk	24.93
01290	Rental Clerk	16.83
01300	Scheduler, Maintenance	19.12
01311	Secretary I	19.12
01312	Secretary II	21.84
01313	Secretary III	24.11
01320	Service Order Dispatcher	19.31
01410	Supply Technician	32.88
01420	Survey Worker	19.08
01460	Switchboard Operator/Receptionist	15.77 ***
01531	Travel Clerk I	18.89
01532	Travel Clerk II	19.98
01533	Travel Clerk III	21.33
01611	Word Processor I	17.50
01612	Word Processor II	19.65
01613	Word Processor III	21.98

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.93	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	21.25	
05070	Automotive Worker	21.25	
05110	Mobile Equipment Servicer	19.63	
05130	Motor Equipment Metal Mechanic	23.04	
05160	Motor Equipment Metal Worker	21.25	
05190	Motor Vehicle Mechanic	23.04	
05220	Motor Vehicle Mechanic Helper	18.71	
05250	Motor Vehicle Upholstery Worker	20.54	
05280	Motor Vehicle Wrecker	21.25	
05310	Painter, Automotive	22.19	
05340	Radiator Repair Specialist	21.25	
05370	Tire Repairer	14.45 ***	
05400	Transmission Repair Specialist	23.49	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.74 ***	
07041	Cook I	17.39	
07042	Cook II	19.15	
07070	Dishwasher	12.55 ***	
07130	Food Service Worker	13.07 ***	
07210	Meat Cutter	21.72	
07260	Waiter/Waitress	12.53 ***	

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.17	
09040	Furniture Handler	17.39	
09080	Furniture Refinisher	22.85	
09090	Furniture Refinisher Helper	19.50	
09110	Furniture Repairer, Minor	21.21	
09130	Upholsterer	19.43	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.77 ***	
11060	Elevator Operator	14.65 ***	
11090	Gardener	21.50	
11122	Housekeeping Aide	14.65 ***	
11150	Janitor	14.65 ***	
11210	Laborer, Grounds Maintenance	17.58	
11240	Maid or Houseman	13.82 ***	
11260	Pruner	16.23	

11270	Tractor Operator	20.25	
11330	Trail Maintenance Worker	17.58	
11360	Window Cleaner	15.87	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.22	
12011	Breath Alcohol Technician	25.12	
12012	Certified Occupational Therapist Assistant	29.44	
12015	Certified Physical Therapist Assistant	29.87	
12020	Dental Assistant	22.33	
12025	Dental Hygienist	40.84	
12030	EKG Technician	30.31	
12035	Electroneurodiagnostic Technologist	30.31	
12040	Emergency Medical Technician	20.22	
12071	Licensed Practical Nurse I	22.45	
12072	Licensed Practical Nurse II	25.12	
12073	Licensed Practical Nurse III	28.00	
12100	Medical Assistant	18.11	
12130	Medical Laboratory Technician	29.64	
12160	Medical Record Clerk	21.07	
12190	Medical Record Technician	23.57	
12195	Medical Transcriptionist	18.00	
12210	Nuclear Medicine Technologist	38.50	
12221	Nursing Assistant I	12.86	***
12222	Nursing Assistant II	14.46	***
12223	Nursing Assistant III	15.77	***
12224	Nursing Assistant IV	17.70	
12235	Optical Dispenser	21.62	
12236	Optical Technician	21.24	
12250	Pharmacy Technician	17.83	
12280	Phlebotomist	18.63	
12305	Radiologic Technologist	29.99	
12311	Registered Nurse I	29.51	
12312	Registered Nurse II	32.76	
12313	Registered Nurse II, Specialist	32.76	
12314	Registered Nurse III	39.32	
12315	Registered Nurse III, Anesthetist	39.32	
12316	Registered Nurse IV	47.11	
12317	Scheduler (Drug and Alcohol Testing)	31.12	
12320	Substance Abuse Treatment Counselor	23.73	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	26.41	
13012	Exhibits Specialist II	32.70	
13013	Exhibits Specialist III	40.01	
13041	Illustrator I	26.81	
13042	Illustrator II	33.22	
13043	Illustrator III	40.03	
13047	Librarian	36.78	
13050	Library Aide/Clerk	16.83	
13054	Library Information Technology Systems Administrator	33.22	
13058	Library Technician	20.40	
13061	Media Specialist I	23.60	
13062	Media Specialist II	26.41	
13063	Media Specialist III	29.43	
13071	Photographer I	19.31	
13072	Photographer II	21.62	
13073	Photographer III	26.78	
13074	Photographer IV	32.76	
13075	Photographer V	39.63	
13090	Technical Order Library Clerk	17.30	
13110	Video Teleconference Technician	23.85	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.39	
14042	Computer Operator II	25.05	

14043	Computer Operator III		27.91
14044	Computer Operator IV		31.02
14045	Computer Operator V		34.35
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.39
14160	Personal Computer Support Technician		31.02
14170	System Support Specialist		35.82

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		33.58	
15020	Aircrew Training Devices Instructor (Rated)		40.64	
15030	Air Crew Training Devices Instructor (Pilot)		48.70	
15050	Computer Based Training Specialist / Instructor		33.58	
15060	Educational Technologist		35.94	
15070	Flight Instructor (Pilot)		48.70	
15080	Graphic Artist		29.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.70	
15086	Maintenance Test Pilot, Rotary Wing		48.70	
15088	Non-Maintenance Test/Co-Pilot		48.70	
15090	Technical Instructor		27.19	
15095	Technical Instructor/Course Developer		33.25	
15110	Test Proctor		21.94	
15120	Tutor		21.94	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
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	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.71	
19040	Tool And Die Maker		32.31	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.67	
21030	Material Coordinator		24.27	
21040	Material Expediter		24.27	
21050	Material Handling Laborer		16.40	
21071	Order Filler		15.10	***
21080	Production Line Worker (Food Processing)		20.67	
21110	Shipping Packer		18.23	
21130	Shipping/Receiving Clerk		18.23	
21140	Store Worker I		17.27	
21150	Stock Clerk		21.92	
21210	Tools And Parts Attendant		20.67	
21410	Warehouse Specialist		20.67	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	38.46
23019	Aircraft Logs and Records Technician	32.63
23021	Aircraft Mechanic I	36.98
23022	Aircraft Mechanic II	38.46
23023	Aircraft Mechanic III	39.83
23040	Aircraft Mechanic Helper	29.16
23050	Aircraft, Painter	35.61
23060	Aircraft Servicer	32.63
23070	Aircraft Survival Flight Equipment Technician	35.61
23080	Aircraft Worker	34.11
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.11
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110	Appliance Mechanic	25.42
23120	Bicycle Repairer	21.53
23125	Cable Splicer	45.69
23130	Carpenter, Maintenance	28.13
23140	Carpet Layer	26.55
23160	Electrician, Maintenance	34.30
23181	Electronics Technician Maintenance I	30.43
23182	Electronics Technician Maintenance II	31.98
23183	Electronics Technician Maintenance III	33.31
23260	Fabric Worker	27.57
23290	Fire Alarm System Mechanic	26.19
23310	Fire Extinguisher Repairer	25.82
23311	Fuel Distribution System Mechanic	33.65
23312	Fuel Distribution System Operator	28.18
23370	General Maintenance Worker	22.29
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	32.63
23382	Ground Support Equipment Worker	34.11
23391	Gunsmith I	25.82
23392	Gunsmith II	28.44
23393	Gunsmith III	30.83
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.73
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.88
23430	Heavy Equipment Mechanic	29.04
23440	Heavy Equipment Operator	30.61
23460	Instrument Mechanic	34.45
23465	Laboratory/Shelter Mechanic	29.69
23470	Laborer	16.44
23510	Locksmith	31.00
23530	Machinery Maintenance Mechanic	29.96
23550	Machinist, Maintenance	27.93
23580	Maintenance Trades Helper	18.52
23591	Metrology Technician I	34.45
23592	Metrology Technician II	35.83
23593	Metrology Technician III	37.11
23640	Millwright	30.78
23710	Office Appliance Repairer	23.06
23760	Painter, Maintenance	23.35
23790	Pipefitter, Maintenance	30.91
23810	Plumber, Maintenance	29.76
23820	Pneudraulic Systems Mechanic	30.83
23850	Rigger	28.85
23870	Scale Mechanic	28.44
23890	Sheet-Metal Worker, Maintenance	33.55
23910	Small Engine Mechanic	22.28
23931	Telecommunications Mechanic I	29.02
23932	Telecommunications Mechanic II	30.18
23950	Telephone Lineman	40.40
23960	Welder, Combination, Maintenance	25.22
23965	Well Driller	29.52
23970	Woodcraft Worker	30.83
23980	Woodworker	25.82

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.33	
24570	Child Care Attendant	13.16	***

24580	Child Care Center Clerk	16.41	
24610	Chore Aide	13.98	***
24620	Family Readiness And Support Services Coordinator	18.33	
24630	Homemaker	18.33	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.72	
25040	Sewage Plant Operator	29.20	
25070	Stationary Engineer	31.72	
25190	Ventilation Equipment Tender	25.01	
25210	Water Treatment Plant Operator	29.20	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.09	
27007	Baggage Inspector	15.06	***
27008	Corrections Officer	24.59	
27010	Court Security Officer	30.46	
27030	Detection Dog Handler	19.14	
27040	Detention Officer	24.59	
27070	Firefighter	36.58	
27101	Guard I	15.06	***
27102	Guard II	19.14	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.66	***
28042	Carnival Equipment Repairer	15.57	***
28043	Carnival Worker	11.75	***
28210	Gate Attendant/Gate Tender	17.20	
28310	Lifeguard	13.26	***
28350	Park Attendant (Aide)	19.25	
28510	Recreation Aide/Health Facility Attendant	14.05	***
28515	Recreation Specialist	23.85	
28630	Sports Official	15.33	***
28690	Swimming Pool Operator	17.15	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.73	
29020	Hatch Tender	28.73	
29030	Line Handler	28.73	
29041	Stevedore I	27.48	
29042	Stevedore II	29.99	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.08	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.08	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.23	
30021	Archeological Technician I	20.33	
30022	Archeological Technician II	22.75	
30023	Archeological Technician III	28.18	
30030	Cartographic Technician	28.81	
30040	Civil Engineering Technician	26.88	
30051	Cryogenic Technician I	29.88	
30052	Cryogenic Technician II	33.01	
30061	Drafter/CAD Operator I	20.33	
30062	Drafter/CAD Operator II	22.75	
30063	Drafter/CAD Operator III	25.43	
30064	Drafter/CAD Operator IV	31.30	
30081	Engineering Technician I	18.92	
30082	Engineering Technician II	21.23	
30083	Engineering Technician III	26.18	

30084	Engineering Technician IV	31.87
30085	Engineering Technician V	38.78
30086	Engineering Technician VI	42.58
30090	Environmental Technician	25.50
30095	Evidence Control Specialist	26.98
30210	Laboratory Technician	31.54
30221	Latent Fingerprint Technician I	28.63
30222	Latent Fingerprint Technician II	31.63
30240	Mathematical Technician	31.59
30361	Paralegal/Legal Assistant I	21.69
30362	Paralegal/Legal Assistant II	26.86
30363	Paralegal/Legal Assistant III	32.86
30364	Paralegal/Legal Assistant IV	39.75
30375	Petroleum Supply Specialist	33.01
30390	Photo-Optics Technician	28.27
30395	Radiation Control Technician	33.01
30461	Technical Writer I	26.34
30462	Technical Writer II	32.22
30463	Technical Writer III	38.97
30491	Unexploded Ordnance (UXO) Technician I	28.65
30492	Unexploded Ordnance (UXO) Technician II	34.66
30493	Unexploded Ordnance (UXO) Technician III	41.55
30494	Unexploded (UXO) Safety Escort	28.65
30495	Unexploded (UXO) Sweep Personnel	28.65
30501	Weather Forecaster I	31.30
30502	Weather Forecaster II	38.07
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.43
30621	Weather Observer, Senior	(see 2) 28.18

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.66	
31020	Bus Aide	19.00	
31030	Bus Driver	24.49	
31043	Driver Courier	18.10	
31260	Parking and Lot Attendant	13.52	***
31290	Shuttle Bus Driver	19.00	
31310	Taxi Driver	15.48	***
31361	Truckdriver, Light	19.22	
31362	Truckdriver, Medium	20.25	
31363	Truckdriver, Heavy	24.36	
31364	Truckdriver, Tractor-Trailer	24.36	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.90	
99030	Cashier	12.16	***
99050	Desk Clerk	13.39	***
99095	Embalmer	33.98	
99130	Flight Follower	28.65	
99251	Laboratory Animal Caretaker I	14.49	***
99252	Laboratory Animal Caretaker II	15.39	***
99260	Marketing Analyst	37.71	
99310	Mortician	33.98	
99410	Pest Controller	19.05	
99510	Photofinishing Worker	16.95	
99710	Recycling Laborer	22.32	
99711	Recycling Specialist	25.58	
99730	Refuse Collector	20.31	
99810	Sales Clerk	13.47	***
99820	School Crossing Guard	16.39	
99830	Survey Party Chief	26.02	
99831	Surveying Aide	17.22	
99832	Surveying Technician	23.70	
99840	Vending Machine Attendant	18.04	
99841	Vending Machine Repairer	21.10	
99842	Vending Machine Repairer Helper	18.04	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4265

States/Territories. : Maryland

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.06	
01012	Accounting Clerk II	20.26	
01013	Accounting Clerk III	22.67	
01020	Administrative Assistant	32.62	
01035	Court Reporter	23.91	
01041	Customer Service Representative I	14.93	***
01042	Customer Service Representative II	16.35	
01043	Customer Service Representative III	18.30	
01051	Data Entry Operator I	16.13	***
01052	Data Entry Operator II	17.60	
01060	Dispatcher, Motor Vehicle	22.55	
01070	Document Preparation Clerk	18.49	
01090	Duplicating Machine Operator	18.49	
01111	General Clerk I	15.37	***
01112	General Clerk II	16.77	
01113	General Clerk III	18.84	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	17.59	
01191	Order Clerk I	16.71	
01192	Order Clerk II	18.23	

01261	Personnel Assistant (Employment) I	18.15	
01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	24.05	
01290	Rental Clerk	17.24	
01300	Scheduler, Maintenance	19.04	
01311	Secretary I	19.04	
01312	Secretary II	21.30	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	20.16	
01410	Supply Technician	32.62	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	15.18	***
01531	Travel Clerk I	17.38	
01532	Travel Clerk II	18.80	
01533	Travel Clerk III	20.24	
01611	Word Processor I	16.58	
01612	Word Processor II	18.61	
01613	Word Processor III	20.82	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.56	
05010	Automotive Electrician	23.51	
05040	Automotive Glass Installer	22.15	
05070	Automotive Worker	22.15	
05110	Mobile Equipment Servicer	19.89	
05130	Motor Equipment Metal Mechanic	24.10	
05160	Motor Equipment Metal Worker	22.15	
05190	Motor Vehicle Mechanic	24.10	
05220	Motor Vehicle Mechanic Helper	18.92	
05250	Motor Vehicle Upholstery Worker	21.81	
05280	Motor Vehicle Wrecker	22.15	
05310	Painter, Automotive	23.51	
05340	Radiator Repair Specialist	22.15	
05370	Tire Repairer	14.07	***
05400	Transmission Repair Specialist	24.10	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.09	***
07041	Cook I	17.22	
07042	Cook II	18.76	
07070	Dishwasher	12.87	***
07130	Food Service Worker	13.73	***
07210	Meat Cutter	21.06	
07260	Waiter/Waitress	11.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.93	
09040	Furniture Handler	15.47	***
09080	Furniture Refinisher	19.46	
09090	Furniture Refinisher Helper	16.67	
09110	Furniture Repairer, Minor	18.06	
09130	Upholsterer	22.54	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.77	***
11060	Elevator Operator	13.77	***
11090	Gardener	20.11	
11122	Housekeeping Aide	14.52	***
11150	Janitor	14.52	***
11210	Laborer, Grounds Maintenance	17.17	
11240	Maid or Houseman	13.85	***
11260	Pruner	16.21	
11270	Tractor Operator	19.13	

11330	Trail Maintenance Worker	17.17	
11360	Window Cleaner	15.38	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.89	
12011	Breath Alcohol Technician	24.51	
12012	Certified Occupational Therapist Assistant	33.59	
12015	Certified Physical Therapist Assistant	29.50	
12020	Dental Assistant	20.36	
12025	Dental Hygienist	48.26	
12030	EKG Technician	36.05	
12035	Electroneurodiagnostic Technologist	36.05	
12040	Emergency Medical Technician	23.89	
12071	Licensed Practical Nurse I	21.91	
12072	Licensed Practical Nurse II	24.51	
12073	Licensed Practical Nurse III	27.33	
12100	Medical Assistant	18.22	
12130	Medical Laboratory Technician	23.48	
12160	Medical Record Clerk	21.64	
12190	Medical Record Technician	24.21	
12195	Medical Transcriptionist	21.39	
12210	Nuclear Medicine Technologist	40.39	
12221	Nursing Assistant I	12.84	***
12222	Nursing Assistant II	14.43	***
12223	Nursing Assistant III	15.74	***
12224	Nursing Assistant IV	17.67	
12235	Optical Dispenser	18.38	
12236	Optical Technician	18.15	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	19.32	
12305	Radiologic Technologist	36.27	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	30.38	
12320	Substance Abuse Treatment Counselor	25.03	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.09	
13012	Exhibits Specialist II	28.59	
13013	Exhibits Specialist III	34.98	
13041	Illustrator I	24.26	
13042	Illustrator II	30.06	
13043	Illustrator III	36.78	
13047	Librarian	33.88	
13050	Library Aide/Clerk	14.21	***
13054	Library Information Technology Systems Administrator	30.60	
13058	Library Technician	22.00	
13061	Media Specialist I	21.69	
13062	Media Specialist II	24.26	
13063	Media Specialist III	27.05	
13071	Photographer I	19.93	
13072	Photographer II	22.29	
13073	Photographer III	27.61	
13074	Photographer IV	33.46	
13075	Photographer V	40.45	
13090	Technical Order Library Clerk	17.79	
13110	Video Teleconference Technician	23.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.89	
14042	Computer Operator II	25.63	
14043	Computer Operator III	28.56	

14044	Computer Operator IV		31.72
14045	Computer Operator V		35.16
14071	Computer Programmer I	(see 1)	26.36
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.89
14160	Personal Computer Support Technician		31.72
14170	System Support Specialist		36.96

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		36.47	
15020	Aircrew Training Devices Instructor (Rated)		44.06	
15030	Air Crew Training Devices Instructor (Pilot)		52.81	
15050	Computer Based Training Specialist / Instructor		36.47	
15060	Educational Technologist		37.93	
15070	Flight Instructor (Pilot)		52.81	
15080	Graphic Artist		29.02	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		47.43	
15086	Maintenance Test Pilot, Rotary Wing		47.43	
15088	Non-Maintenance Test/Co-Pilot		47.43	
15090	Technical Instructor		29.01	
15095	Technical Instructor/Course Developer		35.49	
15110	Test Proctor		23.41	
15120	Tutor		23.41	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		16.05	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		17.30	
16220	Tailor		18.54	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.96	
19040	Tool And Die Maker		29.69	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.59	
21030	Material Coordinator		24.05	
21040	Material Expediter		24.05	
21050	Material Handling Laborer		16.43	
21071	Order Filler		15.88	***
21080	Production Line Worker (Food Processing)		21.59	
21110	Shipping Packer		17.97	
21130	Shipping/Receiving Clerk		17.97	
21140	Store Worker I		19.23	
21150	Stock Clerk		22.96	
21210	Tools And Parts Attendant		21.59	
21410	Warehouse Specialist		21.59	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		39.36	

23019	Aircraft Logs and Records Technician	33.99
23021	Aircraft Mechanic I	38.02
23022	Aircraft Mechanic II	39.36
23023	Aircraft Mechanic III	40.51
23040	Aircraft Mechanic Helper	30.86
23050	Aircraft, Painter	36.66
23060	Aircraft Servicer	33.99
23070	Aircraft Survival Flight Equipment Technician	36.66
23080	Aircraft Worker	35.35
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	35.35
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.02
23110	Appliance Mechanic	23.84
23120	Bicycle Repairer	20.49
23125	Cable Splicer	33.83
23130	Carpenter, Maintenance	24.02
23140	Carpet Layer	27.08
23160	Electrician, Maintenance	28.74
23181	Electronics Technician Maintenance I	31.98
23182	Electronics Technician Maintenance II	33.17
23183	Electronics Technician Maintenance III	34.40
23260	Fabric Worker	25.75
23290	Fire Alarm System Mechanic	26.49
23310	Fire Extinguisher Repairer	24.58
23311	Fuel Distribution System Mechanic	26.06
23312	Fuel Distribution System Operator	22.23
23370	General Maintenance Worker	22.51
23380	Ground Support Equipment Mechanic	38.02
23381	Ground Support Equipment Servicer	33.99
23382	Ground Support Equipment Worker	35.35
23391	Gunsmith I	24.58
23392	Gunsmith II	26.78
23393	Gunsmith III	28.80
23410	Heating, Ventilation And Air-Conditioning Mechanic	33.15
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.32
23430	Heavy Equipment Mechanic	28.94
23440	Heavy Equipment Operator	26.81
23460	Instrument Mechanic	33.74
23465	Laboratory/Shelter Mechanic	27.77
23470	Laborer	16.48
23510	Locksmith	25.73
23530	Machinery Maintenance Mechanic	29.02
23550	Machinist, Maintenance	28.97
23580	Maintenance Trades Helper	18.27
23591	Metrology Technician I	33.74
23592	Metrology Technician II	34.93
23593	Metrology Technician III	35.94
23640	Millwright	30.74
23710	Office Appliance Repairer	22.51
23760	Painter, Maintenance	22.43
23790	Pipefitter, Maintenance	29.95
23810	Plumber, Maintenance	28.87
23820	Pneudraulic Systems Mechanic	28.80
23850	Rigger	26.81
23870	Scale Mechanic	26.78
23890	Sheet-Metal Worker, Maintenance	27.27
23910	Small Engine Mechanic	22.00
23931	Telecommunications Mechanic I	28.59
23932	Telecommunications Mechanic II	31.26
23950	Telephone Lineman	36.62
23960	Welder, Combination, Maintenance	27.44
23965	Well Driller	27.72
23970	Woodcraft Worker	28.80
23980	Woodworker	24.58

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.79	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.26	

24610	Chore Aide	13.84	***
24620	Family Readiness And Support Services Coordinator	17.79	
24630	Homemaker	17.79	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.59	
25040	Sewage Plant Operator	22.79	
25070	Stationary Engineer	30.59	
25190	Ventilation Equipment Tender	24.83	
25210	Water Treatment Plant Operator	22.79	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.00	
27007	Baggage Inspector	15.46	***
27008	Corrections Officer	24.23	
27010	Court Security Officer	27.80	
27030	Detection Dog Handler	17.85	
27040	Detention Officer	24.23	
27070	Firefighter	31.38	
27101	Guard I	15.46	***
27102	Guard II	17.85	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.18	***
28042	Carnival Equipment Repairer	15.95	***
28043	Carnival Worker	12.86	***
28210	Gate Attendant/Gate Tender	16.95	
28310	Lifeguard	13.34	***
28350	Park Attendant (Aide)	18.96	
28510	Recreation Aide/Health Facility Attendant	13.84	***
28515	Recreation Specialist	23.49	
28630	Sports Official	15.10	***
28690	Swimming Pool Operator	17.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	31.58	
29020	Hatch Tender	31.58	
29030	Line Handler	31.58	
29041	Stevedore I	30.36	
29042	Stevedore II	32.75	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	20.19	
30022	Archeological Technician II	22.60	
30023	Archeological Technician III	27.98	
30030	Cartographic Technician	27.98	
30040	Civil Engineering Technician	27.18	
30051	Cryogenic Technician I	30.60	
30052	Cryogenic Technician II	33.80	
30061	Drafter/CAD Operator I	20.19	
30062	Drafter/CAD Operator II	22.60	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	31.00	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	

30085	Engineering Technician V	43.61
30086	Engineering Technician VI	52.76
30090	Environmental Technician	28.74
30095	Evidence Control Specialist	27.63
30210	Laboratory Technician	25.72
30221	Latent Fingerprint Technician I	27.85
30222	Latent Fingerprint Technician II	30.76
30240	Mathematical Technician	33.86
30361	Paralegal/Legal Assistant I	23.32
30362	Paralegal/Legal Assistant II	28.90
30363	Paralegal/Legal Assistant III	35.35
30364	Paralegal/Legal Assistant IV	42.76
30375	Petroleum Supply Specialist	33.80
30390	Photo-Optics Technician	27.98
30395	Radiation Control Technician	33.80
30461	Technical Writer I	27.89
30462	Technical Writer II	34.11
30463	Technical Writer III	41.28
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	31.00
30502	Weather Forecaster II	37.71
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.19
30621	Weather Observer, Senior	(see 2) 27.98

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	20.58	
31030	Bus Driver	26.48	
31043	Driver Courier	19.65	
31260	Parking and Lot Attendant	13.80	***
31290	Shuttle Bus Driver	18.59	
31310	Taxi Driver	15.07	***
31361	Truckdriver, Light	20.66	
31362	Truckdriver, Medium	21.64	
31363	Truckdriver, Heavy	23.75	
31364	Truckdriver, Tractor-Trailer	23.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	12.90	***
99050	Desk Clerk	13.78	***
99095	Embalmer	35.87	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	17.38	
99252	Laboratory Animal Caretaker II	18.27	
99260	Marketing Analyst	31.11	
99310	Mortician	35.87	
99410	Pest Controller	23.80	
99510	Photofinishing Worker	16.07	***
99710	Recycling Laborer	16.17	***
99711	Recycling Specialist	18.01	
99730	Refuse Collector	15.26	***
99810	Sales Clerk	13.55	***
99820	School Crossing Guard	14.04	***
99830	Survey Party Chief	30.87	
99831	Surveying Aide	16.83	
99832	Surveying Technician	25.65	
99840	Vending Machine Attendant	17.99	
99841	Vending Machine Repairer	21.22	
99842	Vending Machine Repairer Helper	17.99	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4267

States/Territories. : Maryland

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland County of Queen Anne's

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.06	
01012	Accounting Clerk II	20.26	
01013	Accounting Clerk III	22.67	
01020	Administrative Assistant	32.62	
01035	Court Reporter	23.91	
01041	Customer Service Representative I	14.93	***
01042	Customer Service Representative II	16.35	
01043	Customer Service Representative III	18.30	
01051	Data Entry Operator I	16.13	***
01052	Data Entry Operator II	17.60	
01060	Dispatcher, Motor Vehicle	22.55	
01070	Document Preparation Clerk	18.49	
01090	Duplicating Machine Operator	18.49	
01111	General Clerk I	15.37	***
01112	General Clerk II	16.77	
01113	General Clerk III	18.84	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	17.59	
01191	Order Clerk I	16.71	
01192	Order Clerk II	18.23	
01261	Personnel Assistant (Employment) I	18.15	

01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	24.05	
01290	Rental Clerk	17.24	
01300	Scheduler, Maintenance	19.04	
01311	Secretary I	19.04	
01312	Secretary II	21.30	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	20.16	
01410	Supply Technician	32.62	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	15.18	***
01531	Travel Clerk I	17.38	
01532	Travel Clerk II	18.80	
01533	Travel Clerk III	20.24	
01611	Word Processor I	16.58	
01612	Word Processor II	18.61	
01613	Word Processor III	20.82	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.56	
05010	Automotive Electrician	23.51	
05040	Automotive Glass Installer	22.15	
05070	Automotive Worker	22.15	
05110	Mobile Equipment Servicer	19.89	
05130	Motor Equipment Metal Mechanic	24.10	
05160	Motor Equipment Metal Worker	22.15	
05190	Motor Vehicle Mechanic	24.10	
05220	Motor Vehicle Mechanic Helper	18.92	
05250	Motor Vehicle Upholstery Worker	21.63	
05280	Motor Vehicle Wrecker	22.15	
05310	Painter, Automotive	23.51	
05340	Radiator Repair Specialist	22.15	
05370	Tire Repairer	14.07	***
05400	Transmission Repair Specialist	24.10	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.09	***
07041	Cook I	17.22	
07042	Cook II	18.76	
07070	Dishwasher	12.87	***
07130	Food Service Worker	13.73	***
07210	Meat Cutter	21.06	
07260	Waiter/Waitress	11.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.02	
09040	Furniture Handler	15.70	***
09080	Furniture Refinisher	20.77	
09090	Furniture Refinisher Helper	17.49	
09110	Furniture Repairer, Minor	19.26	
09130	Upholsterer	22.99	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.77	***
11060	Elevator Operator	13.77	***
11090	Gardener	20.11	
11122	Housekeeping Aide	14.52	***
11150	Janitor	14.52	***
11210	Laborer, Grounds Maintenance	17.17	
11240	Maid or Houseman	13.85	***
11260	Pruner	16.21	
11270	Tractor Operator	19.13	
11330	Trail Maintenance Worker	17.17	

11360	Window Cleaner	15.38	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.89	
12011	Breath Alcohol Technician	24.51	
12012	Certified Occupational Therapist Assistant	33.59	
12015	Certified Physical Therapist Assistant	29.50	
12020	Dental Assistant	20.36	
12025	Dental Hygienist	48.26	
12030	EKG Technician	36.05	
12035	Electroneurodiagnostic Technologist	36.05	
12040	Emergency Medical Technician	23.89	
12071	Licensed Practical Nurse I	21.91	
12072	Licensed Practical Nurse II	24.51	
12073	Licensed Practical Nurse III	27.33	
12100	Medical Assistant	18.22	
12130	Medical Laboratory Technician	23.48	
12160	Medical Record Clerk	21.64	
12190	Medical Record Technician	24.21	
12195	Medical Transcriptionist	21.39	
12210	Nuclear Medicine Technologist	40.39	
12221	Nursing Assistant I	12.84	***
12222	Nursing Assistant II	14.43	***
12223	Nursing Assistant III	15.74	***
12224	Nursing Assistant IV	17.67	
12235	Optical Dispenser	18.38	
12236	Optical Technician	18.15	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	19.32	
12305	Radiologic Technologist	36.27	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	30.38	
12320	Substance Abuse Treatment Counselor	25.03	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.09	
13012	Exhibits Specialist II	28.59	
13013	Exhibits Specialist III	34.98	
13041	Illustrator I	24.26	
13042	Illustrator II	30.06	
13043	Illustrator III	36.78	
13047	Librarian	33.88	
13050	Library Aide/Clerk	14.21	***
13054	Library Information Technology Systems Administrator	30.60	
13058	Library Technician	22.00	
13061	Media Specialist I	21.69	
13062	Media Specialist II	24.26	
13063	Media Specialist III	27.05	
13071	Photographer I	19.93	
13072	Photographer II	22.29	
13073	Photographer III	27.61	
13074	Photographer IV	33.78	
13075	Photographer V	40.88	
13090	Technical Order Library Clerk	17.79	
13110	Video Teleconference Technician	23.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.89	
14042	Computer Operator II	25.63	
14043	Computer Operator III	28.56	
14044	Computer Operator IV	31.72	

14045	Computer Operator V		35.16
14071	Computer Programmer I	(see 1)	26.36
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.89
14160	Personal Computer Support Technician		31.72
14170	System Support Specialist		36.96

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		36.47	
15020	Aircrew Training Devices Instructor (Rated)		44.06	
15030	Air Crew Training Devices Instructor (Pilot)		52.81	
15050	Computer Based Training Specialist / Instructor		36.47	
15060	Educational Technologist		37.93	
15070	Flight Instructor (Pilot)		52.81	
15080	Graphic Artist		28.80	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		47.43	
15086	Maintenance Test Pilot, Rotary Wing		47.43	
15088	Non-Maintenance Test/Co-Pilot		47.43	
15090	Technical Instructor		29.01	
15095	Technical Instructor/Course Developer		35.49	
15110	Test Proctor		23.41	
15120	Tutor		23.41	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		16.05	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		17.30	
16220	Tailor		18.54	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.96	
19040	Tool And Die Maker		29.69	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.59	
21030	Material Coordinator		24.05	
21040	Material Expediter		24.05	
21050	Material Handling Laborer		16.43	
21071	Order Filler		15.88	***
21080	Production Line Worker (Food Processing)		21.59	
21110	Shipping Packer		17.97	
21130	Shipping/Receiving Clerk		17.97	
21140	Store Worker I		19.23	
21150	Stock Clerk		22.96	
21210	Tools And Parts Attendant		21.59	
21410	Warehouse Specialist		21.59	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		39.36	
23019	Aircraft Logs and Records Technician		33.99	

23021	Aircraft Mechanic I	38.02
23022	Aircraft Mechanic II	39.36
23023	Aircraft Mechanic III	40.51
23040	Aircraft Mechanic Helper	30.86
23050	Aircraft, Painter	36.66
23060	Aircraft Servicer	33.99
23070	Aircraft Survival Flight Equipment Technician	36.66
23080	Aircraft Worker	35.35
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	35.35
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.02
23110	Appliance Mechanic	23.84
23120	Bicycle Repairer	20.68
23125	Cable Splicer	33.83
23130	Carpenter, Maintenance	24.02
23140	Carpet Layer	27.08
23160	Electrician, Maintenance	28.74
23181	Electronics Technician Maintenance I	31.98
23182	Electronics Technician Maintenance II	33.17
23183	Electronics Technician Maintenance III	34.40
23260	Fabric Worker	25.75
23290	Fire Alarm System Mechanic	26.49
23310	Fire Extinguisher Repairer	24.58
23311	Fuel Distribution System Mechanic	26.06
23312	Fuel Distribution System Operator	22.23
23370	General Maintenance Worker	22.51
23380	Ground Support Equipment Mechanic	38.02
23381	Ground Support Equipment Servicer	33.99
23382	Ground Support Equipment Worker	35.35
23391	Gunsmith I	24.58
23392	Gunsmith II	26.78
23393	Gunsmith III	28.80
23410	Heating, Ventilation And Air-Conditioning Mechanic	33.15
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.32
23430	Heavy Equipment Mechanic	28.94
23440	Heavy Equipment Operator	26.81
23460	Instrument Mechanic	33.74
23465	Laboratory/Shelter Mechanic	27.77
23470	Laborer	16.48
23510	Locksmith	25.73
23530	Machinery Maintenance Mechanic	29.02
23550	Machinist, Maintenance	28.97
23580	Maintenance Trades Helper	18.27
23591	Metrology Technician I	33.74
23592	Metrology Technician II	34.93
23593	Metrology Technician III	35.94
23640	Millwright	30.74
23710	Office Appliance Repairer	22.51
23760	Painter, Maintenance	22.43
23790	Pipefitter, Maintenance	29.95
23810	Plumber, Maintenance	28.87
23820	Pneudraulic Systems Mechanic	28.80
23850	Rigger	26.81
23870	Scale Mechanic	26.78
23890	Sheet-Metal Worker, Maintenance	27.27
23910	Small Engine Mechanic	22.00
23931	Telecommunications Mechanic I	28.59
23932	Telecommunications Mechanic II	31.26
23950	Telephone Lineman	36.62
23960	Welder, Combination, Maintenance	27.44
23965	Well Driller	27.72
23970	Woodcraft Worker	28.80
23980	Woodworker	24.58

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.79	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.26	
24610	Chore Aide	13.84	***

24620	Family Readiness And Support Services Coordinator	17.79	
24630	Homemaker	17.96	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.59	
25040	Sewage Plant Operator	22.79	
25070	Stationary Engineer	30.59	
25190	Ventilation Equipment Tender	24.83	
25210	Water Treatment Plant Operator	22.79	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.00	
27007	Baggage Inspector	15.46	***
27008	Corrections Officer	24.23	
27010	Court Security Officer	27.80	
27030	Detection Dog Handler	17.83	
27040	Detention Officer	24.23	
27070	Firefighter	31.38	
27101	Guard I	15.46	***
27102	Guard II	17.83	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.18	***
28042	Carnival Equipment Repairer	15.95	***
28043	Carnival Worker	12.86	***
28210	Gate Attendant/Gate Tender	16.95	
28310	Lifeguard	13.34	***
28350	Park Attendant (Aide)	18.96	
28510	Recreation Aide/Health Facility Attendant	13.84	***
28515	Recreation Specialist	23.49	
28630	Sports Official	15.10	***
28690	Swimming Pool Operator	17.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	31.58	
29020	Hatch Tender	31.58	
29030	Line Handler	31.58	
29041	Stevedore I	30.36	
29042	Stevedore II	32.75	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	20.19	
30022	Archeological Technician II	22.60	
30023	Archeological Technician III	27.98	
30030	Cartographic Technician	27.98	
30040	Civil Engineering Technician	27.18	
30051	Cryogenic Technician I	30.60	
30052	Cryogenic Technician II	33.80	
30061	Drafter/CAD Operator I	20.19	
30062	Drafter/CAD Operator II	22.60	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	31.00	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	

30086	Engineering Technician VI	52.76
30090	Environmental Technician	28.74
30095	Evidence Control Specialist	27.63
30210	Laboratory Technician	25.72
30221	Latent Fingerprint Technician I	27.85
30222	Latent Fingerprint Technician II	30.76
30240	Mathematical Technician	33.86
30361	Paralegal/Legal Assistant I	23.32
30362	Paralegal/Legal Assistant II	28.90
30363	Paralegal/Legal Assistant III	35.35
30364	Paralegal/Legal Assistant IV	42.76
30375	Petroleum Supply Specialist	33.80
30390	Photo-Optics Technician	27.98
30395	Radiation Control Technician	33.80
30461	Technical Writer I	27.89
30462	Technical Writer II	34.11
30463	Technical Writer III	41.28
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	31.00
30502	Weather Forecaster II	37.71
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.19
30621	Weather Observer, Senior	(see 2) 27.98

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	20.58	
31030	Bus Driver	26.48	
31043	Driver Courier	19.65	
31260	Parking and Lot Attendant	13.80	***
31290	Shuttle Bus Driver	18.59	
31310	Taxi Driver	15.07	***
31361	Truckdriver, Light	20.66	
31362	Truckdriver, Medium	21.64	
31363	Truckdriver, Heavy	23.75	
31364	Truckdriver, Tractor-Trailer	23.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	12.90	***
99050	Desk Clerk	13.78	***
99095	Embalmer	35.87	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	17.38	
99252	Laboratory Animal Caretaker II	18.27	
99260	Marketing Analyst	31.11	
99310	Mortician	35.87	
99410	Pest Controller	23.80	
99510	Photofinishing Worker	16.07	***
99710	Recycling Laborer	16.17	***
99711	Recycling Specialist	18.01	
99730	Refuse Collector	15.26	***
99810	Sales Clerk	13.55	***
99820	School Crossing Guard	14.04	***
99830	Survey Party Chief	30.20	
99831	Surveying Aide	18.73	
99832	Surveying Technician	25.65	
99840	Vending Machine Attendant	17.99	
99841	Vending Machine Repairer	21.22	
99842	Vending Machine Repairer Helper	17.99	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4269

States/Territories. : Maryland

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland Counties of Frederick, Montgomery

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.39	
01012	Accounting Clerk II	21.79	
01013	Accounting Clerk III	24.36	
01020	Administrative Assistant	37.47	
01035	Court Reporter	28.71	
01041	Customer Service Representative I	16.73	
01042	Customer Service Representative II	18.25	
01043	Customer Service Representative III	20.48	
01051	Data Entry Operator I	16.64	
01052	Data Entry Operator II	18.16	
01060	Dispatcher, Motor Vehicle	23.00	
01070	Document Preparation Clerk	18.23	
01090	Duplicating Machine Operator	18.23	
01111	General Clerk I	17.51	
01112	General Clerk II	19.12	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	25.33	
01141	Messenger Courier	19.79	
01191	Order Clerk I	16.71	
01192	Order Clerk II	18.23	
01261	Personnel Assistant (Employment) I	19.76	

01262	Personnel Assistant (Employment) II	22.10
01263	Personnel Assistant (Employment) III	24.63
01270	Production Control Clerk	26.81
01290	Rental Clerk	18.17
01300	Scheduler, Maintenance	20.31
01311	Secretary I	20.31
01312	Secretary II	22.72
01313	Secretary III	25.33
01320	Service Order Dispatcher	20.56
01410	Supply Technician	37.47
01420	Survey Worker	21.30
01460	Switchboard Operator/Receptionist	17.45
01531	Travel Clerk I	18.72
01532	Travel Clerk II	20.41
01533	Travel Clerk III	22.04
01611	Word Processor I	18.62
01612	Word Processor II	20.92
01613	Word Processor III	23.39

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	29.42	
05010	Automotive Electrician	26.35	
05040	Automotive Glass Installer	24.82	
05070	Automotive Worker	24.82	
05110	Mobile Equipment Servicer	21.35	
05130	Motor Equipment Metal Mechanic	27.74	
05160	Motor Equipment Metal Worker	24.82	
05190	Motor Vehicle Mechanic	27.74	
05220	Motor Vehicle Mechanic Helper	19.53	
05250	Motor Vehicle Upholstery Worker	23.17	
05280	Motor Vehicle Wrecker	24.82	
05310	Painter, Automotive	26.35	
05340	Radiator Repair Specialist	24.82	
05370	Tire Repairer	15.88	***
05400	Transmission Repair Specialist	27.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.31	
07041	Cook I	17.78	
07042	Cook II	20.67	
07070	Dishwasher	14.59	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	20.58	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.06	
09040	Furniture Handler	14.06	***
09080	Furniture Refinisher	22.12	
09090	Furniture Refinisher Helper	16.39	
09110	Furniture Repairer, Minor	19.45	
09130	Upholsterer	19.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.32	***
11060	Elevator Operator	15.64	***
11090	Gardener	23.36	
11122	Housekeeping Aide	15.64	***
11150	Janitor	15.64	***
11210	Laborer, Grounds Maintenance	17.44	
11240	Maid or Houseman	14.58	***
11260	Pruner	16.35	
11270	Tractor Operator	21.37	
11330	Trail Maintenance Worker	17.44	

11360	Window Cleaner	16.64
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.67	
12011	Breath Alcohol Technician	25.31	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	30.30	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	49.23	
12030	EKG Technician	37.13	
12035	Electroneurodiagnostic Technologist	37.13	
12040	Emergency Medical Technician	22.67	
12071	Licensed Practical Nurse I	22.63	
12072	Licensed Practical Nurse II	25.31	
12073	Licensed Practical Nurse III	28.22	
12100	Medical Assistant	18.95	
12130	Medical Laboratory Technician	29.55	
12160	Medical Record Clerk	24.20	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	20.72	
12210	Nuclear Medicine Technologist	43.13	
12221	Nursing Assistant I	13.87	***
12222	Nursing Assistant II	15.59	***
12223	Nursing Assistant III	17.01	
12224	Nursing Assistant IV	19.11	
12235	Optical Dispenser	24.41	
12236	Optical Technician	21.81	
12250	Pharmacy Technician	18.40	
12280	Phlebotomist	21.37	
12305	Radiologic Technologist	37.13	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	31.36	
12320	Substance Abuse Treatment Counselor	28.68	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.30	
13012	Exhibits Specialist II	30.10	
13013	Exhibits Specialist III	36.82	
13041	Illustrator I	22.26	
13042	Illustrator II	27.57	
13043	Illustrator III	33.73	
13047	Librarian	42.46	
13050	Library Aide/Clerk	16.76	
13054	Library Information Technology Systems Administrator	38.33	
13058	Library Technician	24.07	
13061	Media Specialist I	27.66	
13062	Media Specialist II	30.94	
13063	Media Specialist III	34.50	
13071	Photographer I	20.30	
13072	Photographer II	22.87	
13073	Photographer III	28.64	
13074	Photographer IV	34.67	
13075	Photographer V	41.62	
13090	Technical Order Library Clerk	21.03	
13110	Video Teleconference Technician	30.04	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.89	
14042	Computer Operator II	25.63	
14043	Computer Operator III	28.56	
14044	Computer Operator IV	31.72	

14045	Computer Operator V		35.16
14071	Computer Programmer I	(see 1)	26.99
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.89
14160	Personal Computer Support Technician		31.72
14170	System Support Specialist		37.64

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	46.20	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	36.01	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.76	
15086	Maintenance Test Pilot, Rotary Wing	51.76	
15088	Non-Maintenance Test/Co-Pilot	51.76	
15090	Technical Instructor	31.61	
15095	Technical Instructor/Course Developer	38.67	
15110	Test Proctor	25.52	
15120	Tutor	25.52	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	17.13	
16030	Counter Attendant	17.13	
16040	Dry Cleaner	19.57	
16070	Finisher, Flatwork, Machine	17.13	
16090	Presser, Hand	17.13	
16110	Presser, Machine, Drycleaning	17.13	
16130	Presser, Machine, Shirts	17.13	
16160	Presser, Machine, Wearing Apparel, Laundry	17.13	
16190	Sewing Machine Operator	20.38	
16220	Tailor	21.20	
16250	Washer, Machine	17.94	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.55	
19040	Tool And Die Maker	35.89	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.18	
21030	Material Coordinator	26.81	
21040	Material Expediter	26.81	
21050	Material Handling Laborer	15.98	***
21071	Order Filler	16.60	
21080	Production Line Worker (Food Processing)	22.18	
21110	Shipping Packer	18.17	
21130	Shipping/Receiving Clerk	18.17	
21140	Store Worker I	16.31	
21150	Stock Clerk	20.29	
21210	Tools And Parts Attendant	22.18	
21410	Warehouse Specialist	22.18	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	40.71	
23019	Aircraft Logs and Records Technician	32.19	

23021	Aircraft Mechanic I	38.65
23022	Aircraft Mechanic II	40.71
23023	Aircraft Mechanic III	42.69
23040	Aircraft Mechanic Helper	27.20
23050	Aircraft, Painter	36.70
23060	Aircraft Servicer	32.19
23070	Aircraft Survival Flight Equipment Technician	36.70
23080	Aircraft Worker	34.49
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.49
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.65
23110	Appliance Mechanic	23.90
23120	Bicycle Repairer	19.21
23125	Cable Splicer	36.39
23130	Carpenter, Maintenance	27.29
23140	Carpet Layer	22.54
23160	Electrician, Maintenance	29.95
23181	Electronics Technician Maintenance I	32.91
23182	Electronics Technician Maintenance II	34.94
23183	Electronics Technician Maintenance III	36.78
23260	Fabric Worker	25.98
23290	Fire Alarm System Mechanic	29.84
23310	Fire Extinguisher Repairer	23.94
23311	Fuel Distribution System Mechanic	37.07
23312	Fuel Distribution System Operator	28.53
23370	General Maintenance Worker	23.48
23380	Ground Support Equipment Mechanic	38.65
23381	Ground Support Equipment Servicer	32.19
23382	Ground Support Equipment Worker	34.49
23391	Gunsmith I	23.94
23392	Gunsmith II	27.83
23393	Gunsmith III	31.11
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.17
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430	Heavy Equipment Mechanic	29.18
23440	Heavy Equipment Operator	26.20
23460	Instrument Mechanic	30.48
23465	Laboratory/Shelter Mechanic	29.55
23470	Laborer	16.48
23510	Locksmith	29.15
23530	Machinery Maintenance Mechanic	30.29
23550	Machinist, Maintenance	29.06
23580	Maintenance Trades Helper	18.27
23591	Metrology Technician I	30.48
23592	Metrology Technician II	32.10
23593	Metrology Technician III	33.67
23640	Millwright	29.89
23710	Office Appliance Repairer	22.96
23760	Painter, Maintenance	22.38
23790	Pipefitter, Maintenance	30.60
23810	Plumber, Maintenance	29.07
23820	Pneudraulic Systems Mechanic	31.11
23850	Rigger	27.68
23870	Scale Mechanic	27.83
23890	Sheet-Metal Worker, Maintenance	29.04
23910	Small Engine Mechanic	24.79
23931	Telecommunications Mechanic I	37.06
23932	Telecommunications Mechanic II	39.03
23950	Telephone Lineman	37.13
23960	Welder, Combination, Maintenance	27.58
23965	Well Driller	27.13
23970	Woodcraft Worker	31.11
23980	Woodworker	23.94

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.75	
24570	Child Care Attendant	15.17	***
24580	Child Care Center Clerk	18.91	
24610	Chore Aide	14.42	***

24620	Family Readiness And Support Services Coordinator	20.75	
24630	Homemaker	20.75	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.98	
25040	Sewage Plant Operator	28.29	
25070	Stationary Engineer	37.98	
25190	Ventilation Equipment Tender	26.74	
25210	Water Treatment Plant Operator	28.29	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.44	
27007	Baggage Inspector	19.39	
27008	Corrections Officer	29.35	
27010	Court Security Officer	30.33	
27030	Detection Dog Handler	21.69	
27040	Detention Officer	29.35	
27070	Firefighter	31.96	
27101	Guard I	19.39	
27102	Guard II	21.69	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.91	
28042	Carnival Equipment Repairer	18.48	
28043	Carnival Worker	12.94	***
28210	Gate Attendant/Gate Tender	16.84	
28310	Lifeguard	12.75	***
28350	Park Attendant (Aide)	18.84	
28510	Recreation Aide/Health Facility Attendant	13.76	***
28515	Recreation Specialist	23.34	
28630	Sports Official	15.00	***
28690	Swimming Pool Operator	21.48	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	34.82	
29020	Hatch Tender	34.82	
29030	Line Handler	34.82	
29041	Stevedore I	32.51	
29042	Stevedore II	36.97	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	20.86	
30022	Archeological Technician II	23.34	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	32.88	
30051	Cryogenic Technician I	32.01	
30052	Cryogenic Technician II	35.36	
30061	Drafter/CAD Operator I	20.86	
30062	Drafter/CAD Operator II	23.34	
30063	Drafter/CAD Operator III	26.01	
30064	Drafter/CAD Operator IV	32.01	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	

30086	Engineering Technician VI	52.76
30090	Environmental Technician	28.90
30095	Evidence Control Specialist	28.90
30210	Laboratory Technician	28.21
30221	Latent Fingerprint Technician I	37.63
30222	Latent Fingerprint Technician II	41.56
30240	Mathematical Technician	35.01
30361	Paralegal/Legal Assistant I	23.32
30362	Paralegal/Legal Assistant II	28.90
30363	Paralegal/Legal Assistant III	35.35
30364	Paralegal/Legal Assistant IV	42.76
30375	Petroleum Supply Specialist	35.36
30390	Photo-Optics Technician	28.90
30395	Radiation Control Technician	35.36
30461	Technical Writer I	28.83
30462	Technical Writer II	35.27
30463	Technical Writer III	42.68
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	32.01
30502	Weather Forecaster II	38.93
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.01
30621	Weather Observer, Senior	(see 2) 28.90

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	16.18	***
31030	Bus Driver	23.52	
31043	Driver Courier	20.34	
31260	Parking and Lot Attendant	15.09	***
31290	Shuttle Bus Driver	19.93	
31310	Taxi Driver	17.71	
31361	Truckdriver, Light	22.24	
31362	Truckdriver, Medium	24.14	
31363	Truckdriver, Heavy	23.78	
31364	Truckdriver, Tractor-Trailer	23.78	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	13.79	***
99050	Desk Clerk	14.61	***
99095	Embalmer	31.73	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	16.35	
99252	Laboratory Animal Caretaker II	17.88	
99260	Marketing Analyst	37.55	
99310	Mortician	31.73	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	18.65	
99710	Recycling Laborer	22.98	
99711	Recycling Specialist	28.16	
99730	Refuse Collector	20.81	
99810	Sales Clerk	14.24	***
99820	School Crossing Guard	17.81	
99830	Survey Party Chief	30.97	
99831	Surveying Aide	19.25	
99832	Surveying Technician	29.45	
99840	Vending Machine Attendant	15.87	***
99841	Vending Machine Repairer	20.60	
99842	Vending Machine Repairer Helper	15.87	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4271

States/Territories. : Maryland

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

States: Delaware, Maryland

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.48	***
01012	Accounting Clerk II	17.38	
01013	Accounting Clerk III	19.44	
01020	Administrative Assistant	28.69	
01035	Court Reporter	19.31	
01041	Customer Service Representative I	13.55	***
01042	Customer Service Representative II	15.05	***
01043	Customer Service Representative III	16.62	
01051	Data Entry Operator I	14.67	***
01052	Data Entry Operator II	16.00	***
01060	Dispatcher, Motor Vehicle	20.91	
01070	Document Preparation Clerk	14.51	***
01090	Duplicating Machine Operator	14.51	***
01111	General Clerk I	13.98	***
01112	General Clerk II	15.26	***
01113	General Clerk III	17.13	
01120	Housing Referral Assistant	21.43	
01141	Messenger Courier	14.22	***
01191	Order Clerk I	14.92	***
01192	Order Clerk II	16.28	

01261	Personnel Assistant (Employment) I	16.26	
01262	Personnel Assistant (Employment) II	18.19	
01263	Personnel Assistant (Employment) III	20.28	
01270	Production Control Clerk	22.59	
01290	Rental Clerk	16.62	
01300	Scheduler, Maintenance	17.19	
01311	Secretary I	17.19	
01312	Secretary II	19.23	
01313	Secretary III	21.43	
01320	Service Order Dispatcher	18.69	
01410	Supply Technician	28.69	
01420	Survey Worker	16.61	
01460	Switchboard Operator/Receptionist	13.75	***
01531	Travel Clerk I	18.27	
01532	Travel Clerk II	19.04	
01533	Travel Clerk III	20.19	
01611	Word Processor I	15.31	***
01612	Word Processor II	17.19	
01613	Word Processor III	19.23	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.53	
05010	Automotive Electrician	20.32	
05040	Automotive Glass Installer	19.23	
05070	Automotive Worker	19.23	
05110	Mobile Equipment Servicer	17.12	
05130	Motor Equipment Metal Mechanic	21.56	
05160	Motor Equipment Metal Worker	19.23	
05190	Motor Vehicle Mechanic	21.56	
05220	Motor Vehicle Mechanic Helper	15.79	***
05250	Motor Vehicle Upholstery Worker	18.29	
05280	Motor Vehicle Wrecker	19.23	
05310	Painter, Automotive	20.32	
05340	Radiator Repair Specialist	19.23	
05370	Tire Repairer	14.02	***
05400	Transmission Repair Specialist	21.56	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.19	***
07041	Cook I	17.88	
07042	Cook II	20.08	
07070	Dishwasher	11.61	***
07130	Food Service Worker	12.67	***
07210	Meat Cutter	18.24	
07260	Waiter/Waitress	11.65	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.92	
09040	Furniture Handler	12.21	***
09080	Furniture Refinisher	18.23	
09090	Furniture Refinisher Helper	14.16	***
09110	Furniture Repairer, Minor	16.40	
09130	Upholsterer	20.39	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.09	***
11060	Elevator Operator	13.82	***
11090	Gardener	18.71	
11122	Housekeeping Aide	13.82	***
11150	Janitor	13.82	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	11.89	***
11260	Pruner	13.07	***
11270	Tractor Operator	17.25	

11330	Trail Maintenance Worker	14.39	***
11360	Window Cleaner	15.22	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.91	
12011	Breath Alcohol Technician	21.42	
12012	Certified Occupational Therapist Assistant	30.78	
12015	Certified Physical Therapist Assistant	30.48	
12020	Dental Assistant	21.33	
12025	Dental Hygienist	41.25	
12030	EKG Technician	33.69	
12035	Electroneurodiagnostic Technologist	33.69	
12040	Emergency Medical Technician	18.91	
12071	Licensed Practical Nurse I	19.16	
12072	Licensed Practical Nurse II	21.42	
12073	Licensed Practical Nurse III	23.88	
12100	Medical Assistant	16.39	
12130	Medical Laboratory Technician	27.31	
12160	Medical Record Clerk	19.96	
12190	Medical Record Technician	22.33	
12195	Medical Transcriptionist	18.02	
12210	Nuclear Medicine Technologist	47.08	
12221	Nursing Assistant I	11.96	***
12222	Nursing Assistant II	13.44	***
12223	Nursing Assistant III	14.67	***
12224	Nursing Assistant IV	16.48	
12235	Optical Dispenser	18.12	
12236	Optical Technician	19.16	
12250	Pharmacy Technician	14.61	***
12280	Phlebotomist	15.46	***
12305	Radiologic Technologist	28.73	
12311	Registered Nurse I	24.29	
12312	Registered Nurse II	29.71	
12313	Registered Nurse II, Specialist	29.71	
12314	Registered Nurse III	35.94	
12315	Registered Nurse III, Anesthetist	35.94	
12316	Registered Nurse IV	43.09	
12317	Scheduler (Drug and Alcohol Testing)	26.53	
12320	Substance Abuse Treatment Counselor	23.43	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.62	
13012	Exhibits Specialist II	28.02	
13013	Exhibits Specialist III	34.27	
13041	Illustrator I	22.62	
13042	Illustrator II	28.02	
13043	Illustrator III	34.27	
13047	Librarian	31.03	
13050	Library Aide/Clerk	13.26	***
13054	Library Information Technology Systems Administrator	28.02	
13058	Library Technician	18.25	
13061	Media Specialist I	20.23	
13062	Media Specialist II	22.62	
13063	Media Specialist III	25.21	
13071	Photographer I	17.71	
13072	Photographer II	20.47	
13073	Photographer III	23.36	
13074	Photographer IV	28.71	
13075	Photographer V	33.68	
13090	Technical Order Library Clerk	16.65	
13110	Video Teleconference Technician	22.25	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.22	
14042	Computer Operator II	21.43	
14043	Computer Operator III	23.89	

14044	Computer Operator IV		26.55
14045	Computer Operator V		29.40
14071	Computer Programmer I	(see 1)	22.50
14072	Computer Programmer II	(see 1)	27.46
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.22
14160	Personal Computer Support Technician		26.55
14170	System Support Specialist		29.40

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.43	
15020	Aircrew Training Devices Instructor (Rated)		38.02	
15030	Air Crew Training Devices Instructor (Pilot)		45.58	
15050	Computer Based Training Specialist / Instructor		31.43	
15060	Educational Technologist		37.62	
15070	Flight Instructor (Pilot)		45.58	
15080	Graphic Artist		22.66	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		45.58	
15086	Maintenance Test Pilot, Rotary Wing		45.58	
15088	Non-Maintenance Test/Co-Pilot		45.58	
15090	Technical Instructor		27.68	
15095	Technical Instructor/Course Developer		33.86	
15110	Test Proctor		22.34	
15120	Tutor		22.34	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		15.62	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		16.27	
16220	Tailor		16.92	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.24	
19040	Tool And Die Maker		28.95	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.74	
21030	Material Coordinator		22.59	
21040	Material Expediter		22.59	
21050	Material Handling Laborer		14.29	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		17.74	
21110	Shipping Packer		15.93	***
21130	Shipping/Receiving Clerk		15.93	***
21140	Store Worker I		15.01	***
21150	Stock Clerk		20.23	
21210	Tools And Parts Attendant		17.74	
21410	Warehouse Specialist		17.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		32.68	

23019	Aircraft Logs and Records Technician	26.53	
23021	Aircraft Mechanic I	31.20	
23022	Aircraft Mechanic II	32.68	
23023	Aircraft Mechanic III	33.90	
23040	Aircraft Mechanic Helper	22.95	
23050	Aircraft, Painter	29.40	
23060	Aircraft Servicer	26.53	
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	31.20	
23110	Appliance Mechanic	19.84	
23120	Bicycle Repairer	20.43	
23125	Cable Splicer	39.61	
23130	Carpenter, Maintenance	21.43	
23140	Carpet Layer	21.52	
23160	Electrician, Maintenance	22.81	
23181	Electronics Technician Maintenance I	24.29	
23182	Electronics Technician Maintenance II	26.13	
23183	Electronics Technician Maintenance III	28.17	
23260	Fabric Worker	21.82	
23290	Fire Alarm System Mechanic	22.42	
23310	Fire Extinguisher Repairer	20.43	
23311	Fuel Distribution System Mechanic	26.68	
23312	Fuel Distribution System Operator	21.25	
23370	General Maintenance Worker	18.03	
23380	Ground Support Equipment Mechanic	31.20	
23381	Ground Support Equipment Servicer	26.53	
23382	Ground Support Equipment Worker	27.83	
23391	Gunsmith I	20.43	
23392	Gunsmith II	22.94	
23393	Gunsmith III	25.72	
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.16	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.31	
23430	Heavy Equipment Mechanic	25.73	
23440	Heavy Equipment Operator	21.38	
23460	Instrument Mechanic	25.72	
23465	Laboratory/Shelter Mechanic	24.24	
23470	Laborer	14.29	***
23510	Locksmith	24.24	
23530	Machinery Maintenance Mechanic	23.10	
23550	Machinist, Maintenance	22.95	
23580	Maintenance Trades Helper	14.37	***
23591	Metrology Technician I	25.72	
23592	Metrology Technician II	26.94	
23593	Metrology Technician III	27.94	
23640	Millwright	24.20	
23710	Office Appliance Repairer	22.38	
23760	Painter, Maintenance	17.70	
23790	Pipefitter, Maintenance	25.81	
23810	Plumber, Maintenance	24.33	
23820	Pneudraulic Systems Mechanic	25.72	
23850	Rigger	25.72	
23870	Scale Mechanic	22.94	
23890	Sheet-Metal Worker, Maintenance	22.46	
23910	Small Engine Mechanic	20.23	
23931	Telecommunications Mechanic I	29.57	
23932	Telecommunications Mechanic II	30.98	
23950	Telephone Lineman	37.48	
23960	Welder, Combination, Maintenance	21.09	
23965	Well Driller	23.82	
23970	Woodcraft Worker	25.72	
23980	Woodworker	20.43	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.67	***
24570	Child Care Attendant	11.92	***
24580	Child Care Center Clerk	14.85	***

24610	Chore Aide	12.81	***
24620	Family Readiness And Support Services Coordinator	14.67	***
24630	Homemaker	14.67	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.31	
25040	Sewage Plant Operator	22.40	
25070	Stationary Engineer	29.31	
25190	Ventilation Equipment Tender	21.47	
25210	Water Treatment Plant Operator	22.40	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.10	
27007	Baggage Inspector	14.93	***
27008	Corrections Officer	23.97	
27010	Court Security Officer	23.55	
27030	Detection Dog Handler	16.70	
27040	Detention Officer	23.97	
27070	Firefighter	22.92	
27101	Guard I	14.93	***
27102	Guard II	16.70	
27131	Police Officer I	26.80	
27132	Police Officer II	29.79	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.46	***
28042	Carnival Equipment Repairer	16.77	
28043	Carnival Worker	11.71	***
28210	Gate Attendant/Gate Tender	16.15	***
28310	Lifeguard	14.50	***
28350	Park Attendant (Aide)	18.07	
28510	Recreation Aide/Health Facility Attendant	13.19	***
28515	Recreation Specialist	22.39	
28630	Sports Official	14.39	***
28690	Swimming Pool Operator	18.83	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.07	
29020	Hatch Tender	25.07	
29030	Line Handler	25.07	
29041	Stevedore I	23.85	
29042	Stevedore II	26.49	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.45	
30022	Archeological Technician II	19.53	
30023	Archeological Technician III	24.19	
30030	Cartographic Technician	24.19	
30040	Civil Engineering Technician	24.28	
30051	Cryogenic Technician I	26.79	
30052	Cryogenic Technician II	29.60	
30061	Drafter/CAD Operator I	17.45	
30062	Drafter/CAD Operator II	19.53	
30063	Drafter/CAD Operator III	21.77	
30064	Drafter/CAD Operator IV	26.79	
30081	Engineering Technician I	16.41	
30082	Engineering Technician II	18.42	
30083	Engineering Technician III	20.61	
30084	Engineering Technician IV	25.52	

30085	Engineering Technician V		31.23
30086	Engineering Technician VI		37.77
30090	Environmental Technician		23.83
30095	Evidence Control Specialist		24.19
30210	Laboratory Technician		21.77
30221	Latent Fingerprint Technician I		26.79
30222	Latent Fingerprint Technician II		29.60
30240	Mathematical Technician		24.19
30361	Paralegal/Legal Assistant I		18.48
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		29.60
30390	Photo-Optics Technician		24.19
30395	Radiation Control Technician		29.60
30461	Technical Writer I		26.39
30462	Technical Writer II		32.27
30463	Technical Writer III		39.05
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		26.79
30502	Weather Forecaster II		32.59
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	21.77
30621	Weather Observer, Senior	(see 2)	24.19

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.14	***
31030	Bus Driver	15.48	***
31043	Driver Courier	15.56	***
31260	Parking and Lot Attendant	11.76	***
31290	Shuttle Bus Driver	16.02	***
31310	Taxi Driver	14.87	***
31361	Truckdriver, Light	16.87	
31362	Truckdriver, Medium	18.02	
31363	Truckdriver, Heavy	21.92	
31364	Truckdriver, Tractor-Trailer	21.92	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.75	***
99050	Desk Clerk	12.95	***
99095	Embalmer	30.90	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.18	***
99252	Laboratory Animal Caretaker II	15.38	***
99260	Marketing Analyst	27.47	
99310	Mortician	30.90	
99410	Pest Controller	17.39	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.15	***
99711	Recycling Specialist	19.37	
99730	Refuse Collector	14.67	***
99810	Sales Clerk	13.13	***
99820	School Crossing Guard	16.07	***
99830	Survey Party Chief	24.96	
99831	Surveying Aide	16.35	
99832	Surveying Technician	22.40	
99840	Vending Machine Attendant	20.32	
99841	Vending Machine Repairer	23.96	
99842	Vending Machine Repairer Helper	20.74	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4275

States/Territories. : Maryland

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland Counties of Caroline, Dorchester, Kent, Talbot

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.89	
01012	Accounting Clerk II	18.97	
01013	Accounting Clerk III	21.21	
01020	Administrative Assistant	30.57	
01035	Court Reporter	21.74	
01041	Customer Service Representative I	15.47	***
01042	Customer Service Representative II	16.89	
01043	Customer Service Representative III	18.96	
01051	Data Entry Operator I	14.61	***
01052	Data Entry Operator II	15.94	***
01060	Dispatcher, Motor Vehicle	23.60	
01070	Document Preparation Clerk	15.94	***
01090	Duplicating Machine Operator	15.94	***
01111	General Clerk I	15.59	***
01112	General Clerk II	17.01	
01113	General Clerk III	19.09	
01120	Housing Referral Assistant	24.11	
01141	Messenger Courier	14.30	***
01191	Order Clerk I	14.81	***
01192	Order Clerk II	15.87	***
01261	Personnel Assistant (Employment) I	18.51	

01262	Personnel Assistant (Employment) II	20.70	
01263	Personnel Assistant (Employment) III	23.07	
01270	Production Control Clerk	24.50	
01290	Rental Clerk	18.42	
01300	Scheduler, Maintenance	19.12	
01311	Secretary I	19.12	
01312	Secretary II	21.84	
01313	Secretary III	24.11	
01320	Service Order Dispatcher	21.09	
01410	Supply Technician	30.57	
01420	Survey Worker	19.91	
01460	Switchboard Operator/Receptionist	14.72	***
01531	Travel Clerk I	13.86	***
01532	Travel Clerk II	14.94	***
01533	Travel Clerk III	16.01	***
01611	Word Processor I	15.94	***
01612	Word Processor II	19.02	
01613	Word Processor III	21.84	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.24	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	20.34	
05070	Automotive Worker	21.19	
05110	Mobile Equipment Servicer	19.63	
05130	Motor Equipment Metal Mechanic	22.81	
05160	Motor Equipment Metal Worker	21.22	
05190	Motor Vehicle Mechanic	22.83	
05220	Motor Vehicle Mechanic Helper	18.71	
05250	Motor Vehicle Upholstery Worker	20.54	
05280	Motor Vehicle Wrecker	21.22	
05310	Painter, Automotive	22.14	
05340	Radiator Repair Specialist	21.22	
05370	Tire Repairer	14.50	***
05400	Transmission Repair Specialist	23.49	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.22	
07041	Cook I	15.04	***
07042	Cook II	16.67	
07070	Dishwasher	12.87	***
07130	Food Service Worker	12.96	***
07210	Meat Cutter	19.04	
07260	Waiter/Waitress	11.76	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.63	
09040	Furniture Handler	17.39	
09080	Furniture Refinisher	24.69	
09090	Furniture Refinisher Helper	19.83	
09110	Furniture Repairer, Minor	22.43	
09130	Upholsterer	24.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.61	***
11060	Elevator Operator	13.61	***
11090	Gardener	20.81	
11122	Housekeeping Aide	13.66	***
11150	Janitor	13.66	***
11210	Laborer, Grounds Maintenance	16.86	
11240	Maid or Houseman	13.23	***
11260	Pruner	15.61	***
11270	Tractor Operator	19.49	
11330	Trail Maintenance Worker	16.86	

11360	Window Cleaner	14.76	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.03	
12011	Breath Alcohol Technician	23.03	
12012	Certified Occupational Therapist Assistant	31.60	
12015	Certified Physical Therapist Assistant	29.43	
12020	Dental Assistant	20.92	
12025	Dental Hygienist	43.87	
12030	EKG Technician	35.05	
12035	Electroneurodiagnostic Technologist	35.05	
12040	Emergency Medical Technician	23.03	
12071	Licensed Practical Nurse I	20.68	
12072	Licensed Practical Nurse II	23.14	
12073	Licensed Practical Nurse III	25.79	
12100	Medical Assistant	17.42	
12130	Medical Laboratory Technician	28.14	
12160	Medical Record Clerk	18.17	
12190	Medical Record Technician	27.83	
12195	Medical Transcriptionist	20.68	
12210	Nuclear Medicine Technologist	50.61	
12221	Nursing Assistant I	14.07	***
12222	Nursing Assistant II	15.82	***
12223	Nursing Assistant III	17.26	
12224	Nursing Assistant IV	19.37	
12235	Optical Dispenser	23.14	
12236	Optical Technician	20.68	
12250	Pharmacy Technician	16.00	***
12280	Phlebotomist	20.60	
12305	Radiologic Technologist	34.90	
12311	Registered Nurse I	29.51	
12312	Registered Nurse II	34.72	
12313	Registered Nurse II, Specialist	34.72	
12314	Registered Nurse III	42.02	
12315	Registered Nurse III, Anesthetist	42.02	
12316	Registered Nurse IV	50.35	
12317	Scheduler (Drug and Alcohol Testing)	28.67	
12320	Substance Abuse Treatment Counselor	23.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.66	
13012	Exhibits Specialist II	26.78	
13013	Exhibits Specialist III	32.76	
13041	Illustrator I	22.72	
13042	Illustrator II	28.98	
13043	Illustrator III	33.08	
13047	Librarian	32.55	
13050	Library Aide/Clerk	16.83	
13054	Library Information Technology Systems Administrator	28.66	
13058	Library Technician	18.32	
13061	Media Specialist I	19.32	
13062	Media Specialist II	21.61	
13063	Media Specialist III	24.09	
13071	Photographer I	19.32	
13072	Photographer II	21.61	
13073	Photographer III	26.78	
13074	Photographer IV	32.76	
13075	Photographer V	39.62	
13090	Technical Order Library Clerk	18.02	
13110	Video Teleconference Technician	21.03	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.39	
14042	Computer Operator II	25.05	
14043	Computer Operator III	27.91	
14044	Computer Operator IV	31.02	

14045	Computer Operator V		34.35
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.39
14160	Personal Computer Support Technician		31.02
14170	System Support Specialist		35.35

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		33.32	
15020	Aircrew Training Devices Instructor (Rated)		40.31	
15030	Air Crew Training Devices Instructor (Pilot)		48.31	
15050	Computer Based Training Specialist / Instructor		33.32	
15060	Educational Technologist		34.22	
15070	Flight Instructor (Pilot)		48.31	
15080	Graphic Artist		24.99	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		47.82	
15086	Maintenance Test Pilot, Rotary Wing		47.82	
15088	Non-Maintenance Test/Co-Pilot		47.82	
15090	Technical Instructor		26.99	
15095	Technical Instructor/Course Developer		33.01	
15110	Test Proctor		21.79	
15120	Tutor		21.79	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		15.62	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		16.27	
16220	Tailor		16.92	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.16	
19040	Tool And Die Maker		29.76	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.21	
21030	Material Coordinator		24.50	
21040	Material Expediter		24.50	
21050	Material Handling Laborer		14.39	***
21071	Order Filler		15.10	***
21080	Production Line Worker (Food Processing)		19.21	
21110	Shipping Packer		17.16	
21130	Shipping/Receiving Clerk		17.16	
21140	Store Worker I		16.11	***
21150	Stock Clerk		20.43	
21210	Tools And Parts Attendant		19.21	
21410	Warehouse Specialist		19.21	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.69	
23019	Aircraft Logs and Records Technician		22.86	

23021	Aircraft Mechanic I	26.54	
23022	Aircraft Mechanic II	27.69	
23023	Aircraft Mechanic III	28.74	
23040	Aircraft Mechanic Helper	20.22	
23050	Aircraft, Painter	25.16	
23060	Aircraft Servicer	22.86	
23070	Aircraft Survival Flight Equipment Technician	25.16	
23080	Aircraft Worker	23.92	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.92	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.54	
23110	Appliance Mechanic	25.16	
23120	Bicycle Repairer	21.59	
23125	Cable Splicer	38.87	
23130	Carpenter, Maintenance	24.40	
23140	Carpet Layer	23.92	
23160	Electrician, Maintenance	28.70	
23181	Electronics Technician Maintenance I	25.72	
23182	Electronics Technician Maintenance II	27.79	
23183	Electronics Technician Maintenance III	29.80	
23260	Fabric Worker	22.86	
23290	Fire Alarm System Mechanic	26.03	
23310	Fire Extinguisher Repairer	21.59	
23311	Fuel Distribution System Mechanic	27.53	
23312	Fuel Distribution System Operator	22.39	
23370	General Maintenance Worker	21.37	
23380	Ground Support Equipment Mechanic	26.54	
23381	Ground Support Equipment Servicer	22.86	
23382	Ground Support Equipment Worker	23.92	
23391	Gunsmith I	21.59	
23392	Gunsmith II	23.92	
23393	Gunsmith III	26.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.17	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.15	
23430	Heavy Equipment Mechanic	26.76	
23440	Heavy Equipment Operator	27.08	
23460	Instrument Mechanic	26.54	
23465	Laboratory/Shelter Mechanic	25.16	
23470	Laborer	15.44	***
23510	Locksmith	25.16	
23530	Machinery Maintenance Mechanic	24.32	
23550	Machinist, Maintenance	25.71	
23580	Maintenance Trades Helper	18.52	
23591	Metrology Technician I	26.54	
23592	Metrology Technician II	27.69	
23593	Metrology Technician III	28.74	
23640	Millwright	26.54	
23710	Office Appliance Repairer	25.16	
23760	Painter, Maintenance	21.97	
23790	Pipefitter, Maintenance	30.24	
23810	Plumber, Maintenance	26.77	
23820	Pneudraulic Systems Mechanic	26.54	
23850	Rigger	26.54	
23870	Scale Mechanic	23.92	
23890	Sheet-Metal Worker, Maintenance	26.54	
23910	Small Engine Mechanic	23.92	
23931	Telecommunications Mechanic I	27.11	
23932	Telecommunications Mechanic II	28.29	
23950	Telephone Lineman	35.91	
23960	Welder, Combination, Maintenance	21.70	
23965	Well Driller	26.54	
23970	Woodcraft Worker	26.54	
23980	Woodworker	21.59	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.93	***
24570	Child Care Attendant	13.59	***
24580	Child Care Center Clerk	16.95	
24610	Chore Aide	13.28	***

24620	Family Readiness And Support Services Coordinator	15.93	***
24630	Homemaker	16.64	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.54	
25040	Sewage Plant Operator	22.82	
25070	Stationary Engineer	26.54	
25190	Ventilation Equipment Tender	20.22	
25210	Water Treatment Plant Operator	22.82	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.30	
27007	Baggage Inspector	15.19	***
27008	Corrections Officer	24.29	
27010	Court Security Officer	27.70	
27030	Detection Dog Handler	19.14	
27040	Detention Officer	24.29	
27070	Firefighter	27.25	
27101	Guard I	15.19	***
27102	Guard II	19.14	
27131	Police Officer I	28.28	
27132	Police Officer II	31.43	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.19	***
28042	Carnival Equipment Repairer	16.23	
28043	Carnival Worker	12.18	***
28210	Gate Attendant/Gate Tender	18.00	
28310	Lifeguard	12.78	***
28350	Park Attendant (Aide)	20.14	
28510	Recreation Aide/Health Facility Attendant	13.96	***
28515	Recreation Specialist	24.95	
28630	Sports Official	16.04	***
28690	Swimming Pool Operator	20.19	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.30	
29020	Hatch Tender	24.30	
29030	Line Handler	24.30	
29041	Stevedore I	23.38	
29042	Stevedore II	25.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	21.29	
30022	Archeological Technician II	23.82	
30023	Archeological Technician III	29.51	
30030	Cartographic Technician	29.51	
30040	Civil Engineering Technician	28.31	
30051	Cryogenic Technician I	28.86	
30052	Cryogenic Technician II	31.87	
30061	Drafter/CAD Operator I	21.29	
30062	Drafter/CAD Operator II	23.82	
30063	Drafter/CAD Operator III	26.55	
30064	Drafter/CAD Operator IV	32.68	
30081	Engineering Technician I	18.97	
30082	Engineering Technician II	21.29	
30083	Engineering Technician III	26.18	
30084	Engineering Technician IV	31.87	
30085	Engineering Technician V	38.78	

30086	Engineering Technician VI	43.67
30090	Environmental Technician	29.51
30095	Evidence Control Specialist	26.05
30210	Laboratory Technician	26.55
30221	Latent Fingerprint Technician I	28.86
30222	Latent Fingerprint Technician II	31.87
30240	Mathematical Technician	29.51
30361	Paralegal/Legal Assistant I	23.73
30362	Paralegal/Legal Assistant II	29.40
30363	Paralegal/Legal Assistant III	35.97
30364	Paralegal/Legal Assistant IV	43.51
30375	Petroleum Supply Specialist	31.87
30390	Photo-Optics Technician	29.51
30395	Radiation Control Technician	31.87
30461	Technical Writer I	26.33
30462	Technical Writer II	32.21
30463	Technical Writer III	38.96
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	32.68
30502	Weather Forecaster II	39.75
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.55
30621	Weather Observer, Senior	(see 2) 29.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	16.45	
31030	Bus Driver	21.65	
31043	Driver Courier	18.13	
31260	Parking and Lot Attendant	15.22	***
31290	Shuttle Bus Driver	19.00	
31310	Taxi Driver	14.63	***
31361	Truckdriver, Light	19.36	
31362	Truckdriver, Medium	20.50	
31363	Truckdriver, Heavy	22.64	
31364	Truckdriver, Tractor-Trailer	22.64	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	12.58	***
99050	Desk Clerk	13.53	***
99095	Embalmer	33.98	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	13.64	***
99252	Laboratory Animal Caretaker II	14.56	***
99260	Marketing Analyst	31.58	
99310	Mortician	33.98	
99410	Pest Controller	24.81	
99510	Photofinishing Worker	15.60	***
99710	Recycling Laborer	18.85	
99711	Recycling Specialist	21.14	
99730	Refuse Collector	17.57	
99810	Sales Clerk	13.68	***
99820	School Crossing Guard	17.04	
99830	Survey Party Chief	24.17	
99831	Surveying Aide	16.00	***
99832	Surveying Technician	22.01	
99840	Vending Machine Attendant	21.95	
99841	Vending Machine Repairer	25.97	
99842	Vending Machine Repairer Helper	21.95	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4277

States/Territories. : Maryland

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland County of Garrett

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.89	
01012	Accounting Clerk II	18.97	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	15.47	***
01042	Customer Service Representative II	16.89	
01043	Customer Service Representative III	18.96	
01051	Data Entry Operator I	14.61	***
01052	Data Entry Operator II	15.94	***
01060	Dispatcher, Motor Vehicle	23.60	
01070	Document Preparation Clerk	15.94	***
01090	Duplicating Machine Operator	15.94	***
01111	General Clerk I	15.59	***
01112	General Clerk II	17.01	
01113	General Clerk III	19.09	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	14.30	***
01191	Order Clerk I	15.12	***
01192	Order Clerk II	16.50	
01261	Personnel Assistant (Employment) I	18.51	

01262	Personnel Assistant (Employment) II	20.70	
01263	Personnel Assistant (Employment) III	23.07	
01270	Production Control Clerk	24.23	
01290	Rental Clerk	18.42	
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.18	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	21.09	
01410	Supply Technician	31.41	
01420	Survey Worker	21.09	
01460	Switchboard Operator/Receptionist	14.43	***
01531	Travel Clerk I	13.86	***
01532	Travel Clerk II	14.94	***
01533	Travel Clerk III	16.01	***
01611	Word Processor I	15.94	***
01612	Word Processor II	17.91	
01613	Word Processor III	20.03	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.24	
05010	Automotive Electrician	20.67	
05040	Automotive Glass Installer	19.66	
05070	Automotive Worker	19.66	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	21.81	
05160	Motor Equipment Metal Worker	19.66	
05190	Motor Vehicle Mechanic	21.81	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	19.66	
05310	Painter, Automotive	20.67	
05340	Radiator Repair Specialist	19.66	
05370	Tire Repairer	13.28	***
05400	Transmission Repair Specialist	21.81	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.58	***
07041	Cook I	15.04	***
07042	Cook II	16.67	
07070	Dishwasher	12.87	***
07130	Food Service Worker	12.96	***
07210	Meat Cutter	15.60	***
07260	Waiter/Waitress	11.76	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.16	
09040	Furniture Handler	17.17	
09080	Furniture Refinisher	23.16	
09090	Furniture Refinisher Helper	19.83	
09110	Furniture Repairer, Minor	21.41	
09130	Upholsterer	23.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.91	***
11060	Elevator Operator	13.61	***
11090	Gardener	20.81	
11122	Housekeeping Aide	13.66	***
11150	Janitor	13.66	***
11210	Laborer, Grounds Maintenance	16.86	
11240	Maid or Houseman	13.23	***
11260	Pruner	15.61	***
11270	Tractor Operator	19.49	
11330	Trail Maintenance Worker	16.86	

11360	Window Cleaner	14.76	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.03	
12011	Breath Alcohol Technician	23.03	
12012	Certified Occupational Therapist Assistant	31.60	
12015	Certified Physical Therapist Assistant	29.13	
12020	Dental Assistant	20.92	
12025	Dental Hygienist	50.20	
12030	EKG Technician	34.90	
12035	Electroneurodiagnostic Technologist	34.90	
12040	Emergency Medical Technician	23.03	
12071	Licensed Practical Nurse I	20.60	
12072	Licensed Practical Nurse II	23.03	
12073	Licensed Practical Nurse III	25.67	
12100	Medical Assistant	17.42	
12130	Medical Laboratory Technician	22.92	
12160	Medical Record Clerk	18.17	
12190	Medical Record Technician	24.21	
12195	Medical Transcriptionist	20.60	
12210	Nuclear Medicine Technologist	50.61	
12221	Nursing Assistant I	14.07	***
12222	Nursing Assistant II	15.82	***
12223	Nursing Assistant III	17.26	
12224	Nursing Assistant IV	19.37	
12235	Optical Dispenser	23.03	
12236	Optical Technician	20.60	
12250	Pharmacy Technician	26.05	
12280	Phlebotomist	20.60	
12305	Radiologic Technologist	34.90	
12311	Registered Nurse I	28.38	
12312	Registered Nurse II	34.72	
12313	Registered Nurse II, Specialist	34.72	
12314	Registered Nurse III	42.02	
12315	Registered Nurse III, Anesthetist	42.02	
12316	Registered Nurse IV	50.35	
12317	Scheduler (Drug and Alcohol Testing)	28.53	
12320	Substance Abuse Treatment Counselor	24.05	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.61	
13012	Exhibits Specialist II	26.78	
13013	Exhibits Specialist III	32.76	
13041	Illustrator I	21.61	
13042	Illustrator II	26.78	
13043	Illustrator III	32.76	
13047	Librarian	33.88	
13050	Library Aide/Clerk	14.35	***
13054	Library Information Technology Systems Administrator	30.60	
13058	Library Technician	19.89	
13061	Media Specialist I	19.32	
13062	Media Specialist II	21.61	
13063	Media Specialist III	24.09	
13071	Photographer I	19.32	
13072	Photographer II	21.61	
13073	Photographer III	26.78	
13074	Photographer IV	32.76	
13075	Photographer V	39.62	
13090	Technical Order Library Clerk	18.02	
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.74	
14042	Computer Operator II	25.42	
14043	Computer Operator III	28.34	
14044	Computer Operator IV	31.49	

14045	Computer Operator V		34.88
14071	Computer Programmer I	(see 1)	26.36
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.74
14160	Personal Computer Support Technician		31.49
14170	System Support Specialist		34.88

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	34.22	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	25.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	52.81	
15086	Maintenance Test Pilot, Rotary Wing	52.81	
15088	Non-Maintenance Test/Co-Pilot	52.81	
15090	Technical Instructor	24.51	
15095	Technical Instructor/Course Developer	29.99	
15110	Test Proctor	20.94	
15120	Tutor	20.94	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.67	***
16030	Counter Attendant	13.67	***
16040	Dry Cleaner	15.62	***
16070	Finisher, Flatwork, Machine	13.67	***
16090	Presser, Hand	13.67	***
16110	Presser, Machine, Drycleaning	13.67	***
16130	Presser, Machine, Shirts	13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.67	***
16190	Sewing Machine Operator	16.27	
16220	Tailor	16.92	
16250	Washer, Machine	14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.16	
19040	Tool And Die Maker	29.76	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.00	
21030	Material Coordinator	26.65	
21040	Material Expediter	26.65	
21050	Material Handling Laborer	14.39	***
21071	Order Filler	14.93	***
21080	Production Line Worker (Food Processing)	22.00	
21110	Shipping Packer	20.09	
21130	Shipping/Receiving Clerk	20.09	
21140	Store Worker I	16.37	
21150	Stock Clerk	20.43	
21210	Tools And Parts Attendant	22.00	
21410	Warehouse Specialist	22.00	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.69	
23019	Aircraft Logs and Records Technician	22.86	

23021	Aircraft Mechanic I	26.54	
23022	Aircraft Mechanic II	27.69	
23023	Aircraft Mechanic III	28.74	
23040	Aircraft Mechanic Helper	20.22	
23050	Aircraft, Painter	25.16	
23060	Aircraft Servicer	22.86	
23070	Aircraft Survival Flight Equipment Technician	25.16	
23080	Aircraft Worker	23.92	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.92	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.54	
23110	Appliance Mechanic	25.16	
23120	Bicycle Repairer	21.59	
23125	Cable Splicer	38.09	
23130	Carpenter, Maintenance	21.40	
23140	Carpet Layer	23.92	
23160	Electrician, Maintenance	27.98	
23181	Electronics Technician Maintenance I	23.92	
23182	Electronics Technician Maintenance II	25.16	
23183	Electronics Technician Maintenance III	26.54	
23260	Fabric Worker	22.86	
23290	Fire Alarm System Mechanic	26.03	
23310	Fire Extinguisher Repairer	21.59	
23311	Fuel Distribution System Mechanic	27.53	
23312	Fuel Distribution System Operator	22.39	
23370	General Maintenance Worker	21.43	
23380	Ground Support Equipment Mechanic	26.54	
23381	Ground Support Equipment Servicer	22.86	
23382	Ground Support Equipment Worker	23.92	
23391	Gunsmith I	21.59	
23392	Gunsmith II	23.92	
23393	Gunsmith III	26.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.59	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.66	
23430	Heavy Equipment Mechanic	26.50	
23440	Heavy Equipment Operator	22.91	
23460	Instrument Mechanic	26.54	
23465	Laboratory/Shelter Mechanic	25.16	
23470	Laborer	14.98	***
23510	Locksmith	25.16	
23530	Machinery Maintenance Mechanic	24.03	
23550	Machinist, Maintenance	24.60	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	26.54	
23592	Metrology Technician II	27.69	
23593	Metrology Technician III	28.74	
23640	Millwright	26.54	
23710	Office Appliance Repairer	25.16	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	25.24	
23810	Plumber, Maintenance	23.93	
23820	Pneudraulic Systems Mechanic	26.54	
23850	Rigger	26.54	
23870	Scale Mechanic	23.92	
23890	Sheet-Metal Worker, Maintenance	26.54	
23910	Small Engine Mechanic	23.92	
23931	Telecommunications Mechanic I	28.17	
23932	Telecommunications Mechanic II	29.10	
23950	Telephone Lineman	35.91	
23960	Welder, Combination, Maintenance	22.91	
23965	Well Driller	26.54	
23970	Woodcraft Worker	26.54	
23980	Woodworker	21.59	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.93	***
24570	Child Care Attendant	13.41	***
24580	Child Care Center Clerk	16.26	
24610	Chore Aide	13.28	***

24620	Family Readiness And Support Services Coordinator	15.93	***
24630	Homemaker	16.90	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.54	
25040	Sewage Plant Operator	21.81	
25070	Stationary Engineer	26.54	
25190	Ventilation Equipment Tender	20.22	
25210	Water Treatment Plant Operator	21.81	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.74	
27007	Baggage Inspector	15.19	***
27008	Corrections Officer	22.81	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	16.99	
27040	Detention Officer	22.81	
27070	Firefighter	24.63	
27101	Guard I	15.19	***
27102	Guard II	16.99	
27131	Police Officer I	26.67	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.19	***
28042	Carnival Equipment Repairer	15.97	***
28043	Carnival Worker	12.18	***
28210	Gate Attendant/Gate Tender	16.41	
28310	Lifeguard	12.75	***
28350	Park Attendant (Aide)	18.36	
28510	Recreation Aide/Health Facility Attendant	13.40	***
28515	Recreation Specialist	22.74	
28630	Sports Official	14.62	***
28690	Swimming Pool Operator	18.88	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.92	
29020	Hatch Tender	23.92	
29030	Line Handler	23.92	
29041	Stevedore I	22.86	
29042	Stevedore II	25.16	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	21.29	
30022	Archeological Technician II	23.82	
30023	Archeological Technician III	29.51	
30030	Cartographic Technician	29.51	
30040	Civil Engineering Technician	29.51	
30051	Cryogenic Technician I	28.12	
30052	Cryogenic Technician II	31.06	
30061	Drafter/CAD Operator I	21.29	
30062	Drafter/CAD Operator II	23.82	
30063	Drafter/CAD Operator III	26.55	
30064	Drafter/CAD Operator IV	32.68	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	

30086	Engineering Technician VI	52.76
30090	Environmental Technician	29.51
30095	Evidence Control Specialist	25.40
30210	Laboratory Technician	26.55
30221	Latent Fingerprint Technician I	28.12
30222	Latent Fingerprint Technician II	31.06
30240	Mathematical Technician	29.51
30361	Paralegal/Legal Assistant I	23.63
30362	Paralegal/Legal Assistant II	29.40
30363	Paralegal/Legal Assistant III	35.97
30364	Paralegal/Legal Assistant IV	43.51
30375	Petroleum Supply Specialist	31.06
30390	Photo-Optics Technician	29.51
30395	Radiation Control Technician	31.06
30461	Technical Writer I	26.53
30462	Technical Writer II	32.47
30463	Technical Writer III	39.29
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	32.68
30502	Weather Forecaster II	39.75
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.55
30621	Weather Observer, Senior	(see 2) 29.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	16.58	
31030	Bus Driver	21.65	
31043	Driver Courier	16.57	
31260	Parking and Lot Attendant	15.22	***
31290	Shuttle Bus Driver	15.95	***
31310	Taxi Driver	17.56	
31361	Truckdriver, Light	17.69	
31362	Truckdriver, Medium	19.69	
31363	Truckdriver, Heavy	22.48	
31364	Truckdriver, Tractor-Trailer	22.48	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	12.58	***
99050	Desk Clerk	13.53	***
99095	Embalmer	29.68	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	14.96	***
99252	Laboratory Animal Caretaker II	15.74	***
99260	Marketing Analyst	31.58	
99310	Mortician	29.68	
99410	Pest Controller	24.81	
99510	Photofinishing Worker	15.60	***
99710	Recycling Laborer	18.29	
99711	Recycling Specialist	20.94	
99730	Refuse Collector	16.93	
99810	Sales Clerk	13.68	***
99820	School Crossing Guard	17.14	
99830	Survey Party Chief	25.74	
99831	Surveying Aide	16.07	***
99832	Surveying Technician	22.01	
99840	Vending Machine Attendant	21.95	
99841	Vending Machine Repairer	25.97	
99842	Vending Machine Repairer Helper	21.95	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4279

States/Territories. : Maryland

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland County of St Mary's

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.84	
01012	Accounting Clerk II	20.02	
01013	Accounting Clerk III	22.40	
01020	Administrative Assistant	35.73	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	14.37	***
01042	Customer Service Representative II	15.68	***
01043	Customer Service Representative III	17.60	
01051	Data Entry Operator I	15.74	***
01052	Data Entry Operator II	17.17	
01060	Dispatcher, Motor Vehicle	20.76	
01070	Document Preparation Clerk	17.17	
01090	Duplicating Machine Operator	17.17	
01111	General Clerk I	15.26	***
01112	General Clerk II	16.65	
01113	General Clerk III	18.74	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	14.00	***
01191	Order Clerk I	15.74	***
01192	Order Clerk II	17.17	
01261	Personnel Assistant (Employment) I	18.88	

01262	Personnel Assistant (Employment) II	21.11	
01263	Personnel Assistant (Employment) III	23.53	
01270	Production Control Clerk	29.05	
01290	Rental Clerk	16.75	
01300	Scheduler, Maintenance	19.27	
01311	Secretary I	19.27	
01312	Secretary II	21.56	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	18.56	
01410	Supply Technician	35.73	
01420	Survey Worker	20.18	
01460	Switchboard Operator/Receptionist	14.51	***
01531	Travel Clerk I	15.00	***
01532	Travel Clerk II	15.80	***
01533	Travel Clerk III	17.04	
01611	Word Processor I	17.17	
01612	Word Processor II	19.27	
01613	Word Processor III	21.56	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	32.10	
05010	Automotive Electrician	30.49	
05040	Automotive Glass Installer	28.71	
05070	Automotive Worker	28.71	
05110	Mobile Equipment Servicer	24.70	
05130	Motor Equipment Metal Mechanic	32.10	
05160	Motor Equipment Metal Worker	28.71	
05190	Motor Vehicle Mechanic	32.10	
05220	Motor Vehicle Mechanic Helper	22.59	
05250	Motor Vehicle Upholstery Worker	26.80	
05280	Motor Vehicle Wrecker	28.71	
05310	Painter, Automotive	30.49	
05340	Radiator Repair Specialist	28.71	
05370	Tire Repairer	23.25	
05400	Transmission Repair Specialist	32.10	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	21.74	
07041	Cook I	16.68	
07042	Cook II	19.39	
07070	Dishwasher	12.75	***
07130	Food Service Worker	12.96	***
07210	Meat Cutter	21.88	
07260	Waiter/Waitress	11.75	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	27.89	
09040	Furniture Handler	16.87	
09080	Furniture Refinisher	27.89	
09090	Furniture Refinisher Helper	20.67	
09110	Furniture Repairer, Minor	24.52	
09130	Upholsterer	27.89	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.20	***
11060	Elevator Operator	15.28	***
11090	Gardener	22.64	
11122	Housekeeping Aide	15.28	***
11150	Janitor	15.28	***
11210	Laborer, Grounds Maintenance	16.90	
11240	Maid or Houseman	13.38	***
11260	Pruner	14.98	***
11270	Tractor Operator	20.71	
11330	Trail Maintenance Worker	16.90	

11360	Window Cleaner	17.10
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.36	
12011	Breath Alcohol Technician	25.36	
12012	Certified Occupational Therapist Assistant	34.79	
12015	Certified Physical Therapist Assistant	34.79	
12020	Dental Assistant	23.48	
12025	Dental Hygienist	44.77	
12030	EKG Technician	38.44	
12035	Electroneurodiagnostic Technologist	38.44	
12040	Emergency Medical Technician	25.36	
12071	Licensed Practical Nurse I	22.67	
12072	Licensed Practical Nurse II	25.36	
12073	Licensed Practical Nurse III	28.27	
12100	Medical Assistant	16.51	
12130	Medical Laboratory Technician	24.23	
12160	Medical Record Clerk	22.17	
12190	Medical Record Technician	24.99	
12195	Medical Transcriptionist	22.67	
12210	Nuclear Medicine Technologist	55.74	
12221	Nursing Assistant I	13.46	***
12222	Nursing Assistant II	15.13	***
12223	Nursing Assistant III	16.51	
12224	Nursing Assistant IV	18.55	
12235	Optical Dispenser	25.36	
12236	Optical Technician	22.67	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	22.67	
12305	Radiologic Technologist	35.63	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	31.42	
12320	Substance Abuse Treatment Counselor	30.52	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.14	
13012	Exhibits Specialist II	28.67	
13013	Exhibits Specialist III	35.07	
13041	Illustrator I	23.14	
13042	Illustrator II	28.67	
13043	Illustrator III	35.07	
13047	Librarian	33.88	
13050	Library Aide/Clerk	18.25	
13054	Library Information Technology Systems Administrator	30.60	
13058	Library Technician	19.89	
13061	Media Specialist I	20.69	
13062	Media Specialist II	23.14	
13063	Media Specialist III	25.81	
13071	Photographer I	20.50	
13072	Photographer II	22.93	
13073	Photographer III	28.64	
13074	Photographer IV	34.74	
13075	Photographer V	42.03	
13090	Technical Order Library Clerk	22.55	
13110	Video Teleconference Technician	20.77	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.89	
14042	Computer Operator II	25.63	
14043	Computer Operator III	28.56	
14044	Computer Operator IV	31.72	

14045	Computer Operator V		35.16
14071	Computer Programmer I	(see 1)	26.36
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.89
14160	Personal Computer Support Technician		31.72
14170	System Support Specialist		46.00

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		36.47	
15020	Aircrew Training Devices Instructor (Rated)		44.06	
15030	Air Crew Training Devices Instructor (Pilot)		52.81	
15050	Computer Based Training Specialist / Instructor		36.47	
15060	Educational Technologist		40.72	
15070	Flight Instructor (Pilot)		52.81	
15080	Graphic Artist		32.43	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		47.48	
15086	Maintenance Test Pilot, Rotary Wing		47.48	
15088	Non-Maintenance Test/Co-Pilot		47.48	
15090	Technical Instructor		35.02	
15095	Technical Instructor/Course Developer		42.85	
15110	Test Proctor		28.28	
15120	Tutor		28.28	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		15.62	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		16.27	
16220	Tailor		16.92	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.89	
19040	Tool And Die Maker		33.88	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.92	
21030	Material Coordinator		29.05	
21040	Material Expediter		29.05	
21050	Material Handling Laborer		15.58	***
21071	Order Filler		15.09	***
21080	Production Line Worker (Food Processing)		18.92	
21110	Shipping Packer		20.09	
21130	Shipping/Receiving Clerk		20.09	
21140	Store Worker I		16.31	
21150	Stock Clerk		20.29	
21210	Tools And Parts Attendant		18.92	
21410	Warehouse Specialist		18.92	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		39.11	
23019	Aircraft Logs and Records Technician		31.01	

23021	Aircraft Mechanic I	37.13	
23022	Aircraft Mechanic II	39.11	
23023	Aircraft Mechanic III	41.02	
23040	Aircraft Mechanic Helper	26.14	
23050	Aircraft, Painter	35.27	
23060	Aircraft Servicer	31.01	
23070	Aircraft Survival Flight Equipment Technician	35.27	
23080	Aircraft Worker	33.22	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.22	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	37.13	
23110	Appliance Mechanic	27.89	
23120	Bicycle Repairer	22.60	
23125	Cable Splicer	29.36	
23130	Carpenter, Maintenance	26.31	
23140	Carpet Layer	26.27	
23160	Electrician, Maintenance	33.22	
23181	Electronics Technician Maintenance I	26.27	
23182	Electronics Technician Maintenance II	27.89	
23183	Electronics Technician Maintenance III	29.36	
23260	Fabric Worker	24.52	
23290	Fire Alarm System Mechanic	29.36	
23310	Fire Extinguisher Repairer	22.60	
23311	Fuel Distribution System Mechanic	29.36	
23312	Fuel Distribution System Operator	22.60	
23370	General Maintenance Worker	23.99	
23380	Ground Support Equipment Mechanic	37.13	
23381	Ground Support Equipment Servicer	31.01	
23382	Ground Support Equipment Worker	33.22	
23391	Gunsmith I	22.60	
23392	Gunsmith II	26.27	
23393	Gunsmith III	29.36	
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.26	
23430	Heavy Equipment Mechanic	29.36	
23440	Heavy Equipment Operator	28.56	
23460	Instrument Mechanic	29.36	
23465	Laboratory/Shelter Mechanic	27.89	
23470	Laborer	15.58	***
23510	Locksmith	27.89	
23530	Machinery Maintenance Mechanic	29.24	
23550	Machinist, Maintenance	30.35	
23580	Maintenance Trades Helper	19.30	
23591	Metrology Technician I	29.36	
23592	Metrology Technician II	30.93	
23593	Metrology Technician III	32.44	
23640	Millwright	29.36	
23710	Office Appliance Repairer	27.89	
23760	Painter, Maintenance	27.89	
23790	Pipefitter, Maintenance	32.19	
23810	Plumber, Maintenance	30.57	
23820	Pneudraulic Systems Mechanic	29.36	
23850	Rigger	29.36	
23870	Scale Mechanic	26.27	
23890	Sheet-Metal Worker, Maintenance	31.42	
23910	Small Engine Mechanic	26.27	
23931	Telecommunications Mechanic I	29.95	
23932	Telecommunications Mechanic II	31.55	
23950	Telephone Lineman	29.36	
23960	Welder, Combination, Maintenance	29.36	
23965	Well Driller	29.36	
23970	Woodcraft Worker	29.36	
23980	Woodworker	22.60	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.90	
24570	Child Care Attendant	13.20	***
24580	Child Care Center Clerk	17.77	
24610	Chore Aide	14.23	***

24620	Family Readiness And Support Services Coordinator	16.90
24630	Homemaker	18.43

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.36	
25040	Sewage Plant Operator	27.89	
25070	Stationary Engineer	29.36	
25190	Ventilation Equipment Tender	20.67	
25210	Water Treatment Plant Operator	27.89	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.63	
27007	Baggage Inspector	18.33	
27008	Corrections Officer	24.63	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	20.57	
27040	Detention Officer	24.63	
27070	Firefighter	24.63	
27101	Guard I	18.33	
27102	Guard II	20.57	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.40	***
28042	Carnival Equipment Repairer	16.84	
28043	Carnival Worker	11.38	***
28210	Gate Attendant/Gate Tender	16.75	
28310	Lifeguard	14.92	***
28350	Park Attendant (Aide)	18.73	
28510	Recreation Aide/Health Facility Attendant	13.67	***
28515	Recreation Specialist	23.21	
28630	Sports Official	14.92	***
28690	Swimming Pool Operator	19.57	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.27	
29020	Hatch Tender	26.27	
29030	Line Handler	26.27	
29041	Stevedore I	24.52	
29042	Stevedore II	27.89	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	22.47	
30022	Archeological Technician II	25.14	
30023	Archeological Technician III	31.15	
30030	Cartographic Technician	31.15	
30040	Civil Engineering Technician	31.15	
30051	Cryogenic Technician I	34.49	
30052	Cryogenic Technician II	38.10	
30061	Drafter/CAD Operator I	22.47	
30062	Drafter/CAD Operator II	25.14	
30063	Drafter/CAD Operator III	28.03	
30064	Drafter/CAD Operator IV	34.49	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	

30086	Engineering Technician VI	52.76
30090	Environmental Technician	31.15
30095	Evidence Control Specialist	31.15
30210	Laboratory Technician	28.03
30221	Latent Fingerprint Technician I	34.49
30222	Latent Fingerprint Technician II	38.10
30240	Mathematical Technician	31.15
30361	Paralegal/Legal Assistant I	23.50
30362	Paralegal/Legal Assistant II	29.12
30363	Paralegal/Legal Assistant III	35.60
30364	Paralegal/Legal Assistant IV	43.08
30375	Petroleum Supply Specialist	38.10
30390	Photo-Optics Technician	31.15
30395	Radiation Control Technician	38.10
30461	Technical Writer I	26.32
30462	Technical Writer II	32.19
30463	Technical Writer III	38.96
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	34.49
30502	Weather Forecaster II	41.95
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 28.03
30621	Weather Observer, Senior	(see 2) 31.15

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	14.32	***
31030	Bus Driver	20.85	
31043	Driver Courier	15.60	***
31260	Parking and Lot Attendant	12.27	***
31290	Shuttle Bus Driver	17.23	
31310	Taxi Driver	16.92	
31361	Truckdriver, Light	17.23	
31362	Truckdriver, Medium	18.97	
31363	Truckdriver, Heavy	22.69	
31364	Truckdriver, Tractor-Trailer	22.69	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	12.54	***
99050	Desk Clerk	16.95	
99095	Embalmer	31.73	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	22.01	
99252	Laboratory Animal Caretaker II	24.09	
99260	Marketing Analyst	43.09	
99310	Mortician	31.73	
99410	Pest Controller	26.49	
99510	Photofinishing Worker	15.60	***
99710	Recycling Laborer	18.50	
99711	Recycling Specialist	22.71	
99730	Refuse Collector	17.13	
99810	Sales Clerk	13.30	***
99820	School Crossing Guard	17.13	
99830	Survey Party Chief	24.13	
99831	Surveying Aide	14.99	***
99832	Surveying Technician	22.94	
99840	Vending Machine Attendant	22.33	
99841	Vending Machine Repairer	28.38	
99842	Vending Machine Repairer Helper	22.33	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4281

States/Territories. : Maryland

Revision No. : 25

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Prince George's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,

Loudoun, Manassas, Manassas Park, Prince William, Stafford

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.39	
01012	Accounting Clerk II	21.79	
01013	Accounting Clerk III	24.36	
01020	Administrative Assistant	37.47	
01035	Court Reporter	28.71	
01041	Customer Service Representative I	16.73	
01042	Customer Service Representative II	18.25	
01043	Customer Service Representative III	20.48	
01051	Data Entry Operator I	16.64	
01052	Data Entry Operator II	18.16	
01060	Dispatcher, Motor Vehicle	23.00	
01070	Document Preparation Clerk	18.23	
01090	Duplicating Machine Operator	18.23	
01111	General Clerk I	17.51	
01112	General Clerk II	19.12	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	25.33	
01141	Messenger Courier	19.79	

01191	Order Clerk I	16.71
01192	Order Clerk II	18.23
01261	Personnel Assistant (Employment) I	19.76
01262	Personnel Assistant (Employment) II	22.10
01263	Personnel Assistant (Employment) III	24.63
01270	Production Control Clerk	26.81
01290	Rental Clerk	18.17
01300	Scheduler, Maintenance	20.31
01311	Secretary I	20.31
01312	Secretary II	22.72
01313	Secretary III	25.33
01320	Service Order Dispatcher	20.56
01410	Supply Technician	37.47
01420	Survey Worker	21.30
01460	Switchboard Operator/Receptionist	17.45
01531	Travel Clerk I	19.03
01532	Travel Clerk II	20.71
01533	Travel Clerk III	22.45
01611	Word Processor I	18.62
01612	Word Processor II	20.92
01613	Word Processor III	23.39

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.60	
05010	Automotive Electrician	26.35	
05040	Automotive Glass Installer	24.82	
05070	Automotive Worker	24.82	
05110	Mobile Equipment Servicer	21.35	
05130	Motor Equipment Metal Mechanic	27.74	
05160	Motor Equipment Metal Worker	24.82	
05190	Motor Vehicle Mechanic	27.74	
05220	Motor Vehicle Mechanic Helper	19.53	
05250	Motor Vehicle Upholstery Worker	23.17	
05280	Motor Vehicle Wrecker	24.82	
05310	Painter, Automotive	26.35	
05340	Radiator Repair Specialist	24.82	
05370	Tire Repairer	15.88	***
05400	Transmission Repair Specialist	27.74	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.31	
07041	Cook I	17.78	
07042	Cook II	20.67	
07070	Dishwasher	14.59	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	20.41	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.06	
09040	Furniture Handler	14.06	***
09080	Furniture Refinisher	22.12	
09090	Furniture Refinisher Helper	16.39	
09110	Furniture Repairer, Minor	19.45	
09130	Upholsterer	19.86	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.32	***
11060	Elevator Operator	15.64	***
11090	Gardener	23.36	
11122	Housekeeping Aide	15.64	***
11150	Janitor	15.64	***
11210	Laborer, Grounds Maintenance	17.44	
11240	Maid or Houseman	14.58	***

11260	Pruner	16.35
11270	Tractor Operator	21.37
11330	Trail Maintenance Worker	17.44
11360	Window Cleaner	16.64

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.71	
12011	Breath Alcohol Technician	25.31	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	30.02	
12020	Dental Assistant	23.78	
12025	Dental Hygienist	50.57	
12030	EKG Technician	37.13	
12035	Electroneurodiagnostic Technologist	37.13	
12040	Emergency Medical Technician	23.71	
12071	Licensed Practical Nurse I	22.63	
12072	Licensed Practical Nurse II	25.31	
12073	Licensed Practical Nurse III	28.22	
12100	Medical Assistant	18.95	
12130	Medical Laboratory Technician	28.82	
12160	Medical Record Clerk	22.95	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	20.72	
12210	Nuclear Medicine Technologist	43.13	
12221	Nursing Assistant I	13.87	***
12222	Nursing Assistant II	15.59	***
12223	Nursing Assistant III	17.01	
12224	Nursing Assistant IV	19.11	
12235	Optical Dispenser	25.02	
12236	Optical Technician	21.36	
12250	Pharmacy Technician	18.40	
12280	Phlebotomist	21.37	
12305	Radiologic Technologist	37.13	
12311	Registered Nurse I	30.40	
12312	Registered Nurse II	36.78	
12313	Registered Nurse II, Specialist	36.78	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.91	
12317	Scheduler (Drug and Alcohol Testing)	31.36	
12320	Substance Abuse Treatment Counselor	28.68	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.30	
13012	Exhibits Specialist II	30.10	
13013	Exhibits Specialist III	36.82	
13041	Illustrator I	22.26	
13042	Illustrator II	27.57	
13043	Illustrator III	33.73	
13047	Librarian	42.46	
13050	Library Aide/Clerk	17.98	
13054	Library Information Technology Systems Administrator	38.33	
13058	Library Technician	23.37	
13061	Media Specialist I	27.67	
13062	Media Specialist II	30.94	
13063	Media Specialist III	34.50	
13071	Photographer I	20.30	
13072	Photographer II	22.87	
13073	Photographer III	28.64	
13074	Photographer IV	34.67	
13075	Photographer V	41.62	
13090	Technical Order Library Clerk	22.57	
13110	Video Teleconference Technician	30.04	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	22.89	

14042	Computer Operator II		25.63
14043	Computer Operator III		28.56
14044	Computer Operator IV		31.72
14045	Computer Operator V		35.16
14071	Computer Programmer I	(see 1)	26.99
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		22.89
14160	Personal Computer Support Technician		31.72
14170	System Support Specialist		38.69

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	36.47	
15020	Aircrew Training Devices Instructor (Rated)	44.06	
15030	Air Crew Training Devices Instructor (Pilot)	52.81	
15050	Computer Based Training Specialist / Instructor	36.47	
15060	Educational Technologist	46.20	
15070	Flight Instructor (Pilot)	52.81	
15080	Graphic Artist	36.01	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.76	
15086	Maintenance Test Pilot, Rotary Wing	51.76	
15088	Non-Maintenance Test/Co-Pilot	51.76	
15090	Technical Instructor	31.61	
15095	Technical Instructor/Course Developer	38.67	
15110	Test Proctor	25.52	
15120	Tutor	25.52	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	17.13	
16030	Counter Attendant	17.13	
16040	Dry Cleaner	19.57	
16070	Finisher, Flatwork, Machine	17.13	
16090	Presser, Hand	17.13	
16110	Presser, Machine, Drycleaning	17.13	
16130	Presser, Machine, Shirts	17.13	
16160	Presser, Machine, Wearing Apparel, Laundry	17.13	
16190	Sewing Machine Operator	20.38	
16220	Tailor	21.20	
16250	Washer, Machine	17.94	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.55	
19040	Tool And Die Maker	35.89	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.18	
21030	Material Coordinator	26.81	
21040	Material Expediter	26.81	
21050	Material Handling Laborer	15.98	***
21071	Order Filler	16.60	
21080	Production Line Worker (Food Processing)	22.18	
21110	Shipping Packer	18.17	
21130	Shipping/Receiving Clerk	18.17	
21140	Store Worker I	16.31	
21150	Stock Clerk	20.29	
21210	Tools And Parts Attendant	22.18	
21410	Warehouse Specialist	22.18	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	40.71
23019	Aircraft Logs and Records Technician	32.27
23021	Aircraft Mechanic I	38.65
23022	Aircraft Mechanic II	40.71
23023	Aircraft Mechanic III	42.69
23040	Aircraft Mechanic Helper	27.20
23050	Aircraft, Painter	36.70
23060	Aircraft Servicer	32.27
23070	Aircraft Survival Flight Equipment Technician	36.70
23080	Aircraft Worker	34.57
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.57
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.65
23110	Appliance Mechanic	22.74
23120	Bicycle Repairer	17.40
23125	Cable Splicer	36.39
23130	Carpenter, Maintenance	27.29
23140	Carpet Layer	22.54
23160	Electrician, Maintenance	29.95
23181	Electronics Technician Maintenance I	32.91
23182	Electronics Technician Maintenance II	34.94
23183	Electronics Technician Maintenance III	36.78
23260	Fabric Worker	25.98
23290	Fire Alarm System Mechanic	29.84
23310	Fire Extinguisher Repairer	23.94
23311	Fuel Distribution System Mechanic	37.07
23312	Fuel Distribution System Operator	28.53
23370	General Maintenance Worker	23.48
23380	Ground Support Equipment Mechanic	38.65
23381	Ground Support Equipment Servicer	32.27
23382	Ground Support Equipment Worker	34.57
23391	Gunsmith I	23.94
23392	Gunsmith II	27.83
23393	Gunsmith III	31.11
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.17
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430	Heavy Equipment Mechanic	29.18
23440	Heavy Equipment Operator	26.20
23460	Instrument Mechanic	33.14
23465	Laboratory/Shelter Mechanic	29.55
23470	Laborer	16.48
23510	Locksmith	32.72
23530	Machinery Maintenance Mechanic	30.29
23550	Machinist, Maintenance	30.16
23580	Maintenance Trades Helper	18.27
23591	Metrology Technician I	33.14
23592	Metrology Technician II	34.91
23593	Metrology Technician III	36.61
23640	Millwright	29.89
23710	Office Appliance Repairer	22.96
23760	Painter, Maintenance	22.38
23790	Pipefitter, Maintenance	30.60
23810	Plumber, Maintenance	29.07
23820	Pneudraulic Systems Mechanic	31.11
23850	Rigger	31.05
23870	Scale Mechanic	27.83
23890	Sheet-Metal Worker, Maintenance	29.04
23910	Small Engine Mechanic	22.69
23931	Telecommunications Mechanic I	37.06
23932	Telecommunications Mechanic II	39.03
23950	Telephone Lineman	37.13
23960	Welder, Combination, Maintenance	27.58
23965	Well Driller	27.13
23970	Woodcraft Worker	31.11
23980	Woodworker	23.94

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.75	
24570	Child Care Attendant	15.17	***

24580	Child Care Center Clerk	18.91	
24610	Chore Aide	14.42	***
24620	Family Readiness And Support Services Coordinator	20.75	
24630	Homemaker	20.75	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.98	
25040	Sewage Plant Operator	28.29	
25070	Stationary Engineer	37.98	
25190	Ventilation Equipment Tender	26.74	
25210	Water Treatment Plant Operator	28.29	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.83	
27007	Baggage Inspector	19.39	
27008	Corrections Officer	29.35	
27010	Court Security Officer	30.66	
27030	Detection Dog Handler	21.69	
27040	Detention Officer	29.35	
27070	Firefighter	31.96	
27101	Guard I	19.39	
27102	Guard II	21.69	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.91	
28042	Carnival Equipment Repairer	18.48	
28043	Carnival Worker	12.94	***
28210	Gate Attendant/Gate Tender	18.07	
28310	Lifeguard	12.75	***
28350	Park Attendant (Aide)	20.22	
28510	Recreation Aide/Health Facility Attendant	14.76	***
28515	Recreation Specialist	25.05	
28630	Sports Official	16.10	***
28690	Swimming Pool Operator	21.48	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	34.82	
29020	Hatch Tender	34.82	
29030	Line Handler	34.82	
29041	Stevedore I	32.51	
29042	Stevedore II	36.97	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	20.86	
30022	Archeological Technician II	23.34	
30023	Archeological Technician III	28.90	
30030	Cartographic Technician	28.90	
30040	Civil Engineering Technician	32.88	
30051	Cryogenic Technician I	32.01	
30052	Cryogenic Technician II	35.36	
30061	Drafter/CAD Operator I	20.86	
30062	Drafter/CAD Operator II	23.34	
30063	Drafter/CAD Operator III	26.01	
30064	Drafter/CAD Operator IV	32.01	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	

30084	Engineering Technician IV	35.64
30085	Engineering Technician V	43.61
30086	Engineering Technician VI	52.76
30090	Environmental Technician	28.90
30095	Evidence Control Specialist	28.90
30210	Laboratory Technician	28.21
30221	Latent Fingerprint Technician I	37.63
30222	Latent Fingerprint Technician II	41.56
30240	Mathematical Technician	35.01
30361	Paralegal/Legal Assistant I	23.32
30362	Paralegal/Legal Assistant II	28.90
30363	Paralegal/Legal Assistant III	35.35
30364	Paralegal/Legal Assistant IV	42.76
30375	Petroleum Supply Specialist	35.36
30390	Photo-Optics Technician	28.90
30395	Radiation Control Technician	35.36
30461	Technical Writer I	28.83
30462	Technical Writer II	35.27
30463	Technical Writer III	42.68
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	32.01
30502	Weather Forecaster II	38.93
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.01
30621	Weather Observer, Senior	(see 2) 28.90

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	16.18	***
31030	Bus Driver	23.52	
31043	Driver Courier	20.34	
31260	Parking and Lot Attendant	15.09	***
31290	Shuttle Bus Driver	19.93	
31310	Taxi Driver	17.71	
31361	Truckdriver, Light	22.24	
31362	Truckdriver, Medium	24.14	
31363	Truckdriver, Heavy	23.78	
31364	Truckdriver, Tractor-Trailer	23.78	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	13.79	***
99050	Desk Clerk	14.61	***
99095	Embalmer	34.10	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	16.35	
99252	Laboratory Animal Caretaker II	17.88	
99260	Marketing Analyst	37.55	
99310	Mortician	34.10	
99410	Pest Controller	21.91	
99510	Photofinishing Worker	18.65	
99710	Recycling Laborer	22.98	
99711	Recycling Specialist	28.16	
99730	Refuse Collector	20.81	
99810	Sales Clerk	14.24	***
99820	School Crossing Guard	18.02	
99830	Survey Party Chief	31.00	
99831	Surveying Aide	19.26	
99832	Surveying Technician	29.45	
99840	Vending Machine Attendant	17.03	
99841	Vending Machine Repairer	21.64	
99842	Vending Machine Repairer Helper	17.03	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4289

States/Territories. : Maryland

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland County of Allegany

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.21	
01012	Accounting Clerk II	18.20	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	13.59	***
01042	Customer Service Representative II	15.28	***
01043	Customer Service Representative III	16.68	
01051	Data Entry Operator I	14.74	***
01052	Data Entry Operator II	16.08	***
01060	Dispatcher, Motor Vehicle	20.18	
01070	Document Preparation Clerk	15.64	***
01090	Duplicating Machine Operator	15.64	***
01111	General Clerk I	14.88	***
01112	General Clerk II	16.24	
01113	General Clerk III	18.23	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	12.94	***
01191	Order Clerk I	15.12	***
01192	Order Clerk II	16.50	
01261	Personnel Assistant (Employment) I	18.15	

01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	24.23	
01290	Rental Clerk	16.55	
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.18	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	18.07	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	14.43	***
01531	Travel Clerk I	15.48	***
01532	Travel Clerk II	16.92	
01533	Travel Clerk III	18.35	
01611	Word Processor I	15.88	***
01612	Word Processor II	17.83	
01613	Word Processor III	19.95	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.98	
05010	Automotive Electrician	20.32	
05040	Automotive Glass Installer	19.34	
05070	Automotive Worker	19.34	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	21.01	
05160	Motor Equipment Metal Worker	19.34	
05190	Motor Vehicle Mechanic	21.01	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	19.31	
05310	Painter, Automotive	20.32	
05340	Radiator Repair Specialist	19.31	
05370	Tire Repairer	15.33	***
05400	Transmission Repair Specialist	21.01	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.92	***
07041	Cook I	14.88	***
07042	Cook II	16.06	***
07070	Dishwasher	11.75	***
07130	Food Service Worker	11.79	***
07210	Meat Cutter	15.60	***
07260	Waiter/Waitress	11.75	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.08	
09040	Furniture Handler	18.26	
09080	Furniture Refinisher	23.08	
09090	Furniture Refinisher Helper	19.78	
09110	Furniture Repairer, Minor	21.33	
09130	Upholsterer	23.08	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.75	***
11060	Elevator Operator	11.75	***
11090	Gardener	17.52	
11122	Housekeeping Aide	11.95	***
11150	Janitor	11.95	***
11210	Laborer, Grounds Maintenance	13.59	***
11240	Maid or Houseman	13.10	***
11260	Pruner	12.94	***
11270	Tractor Operator	15.51	***
11330	Trail Maintenance Worker	13.59	***

11360	Window Cleaner	12.85	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.05	
12011	Breath Alcohol Technician	20.59	
12012	Certified Occupational Therapist Assistant	29.91	
12015	Certified Physical Therapist Assistant	31.15	
12020	Dental Assistant	21.27	
12025	Dental Hygienist	37.72	
12030	EKG Technician	31.52	
12035	Electroneurodiagnostic Technologist	31.52	
12040	Emergency Medical Technician	20.05	
12071	Licensed Practical Nurse I	19.07	
12072	Licensed Practical Nurse II	21.35	
12073	Licensed Practical Nurse III	24.13	
12100	Medical Assistant	17.58	
12130	Medical Laboratory Technician	25.41	
12160	Medical Record Clerk	18.79	
12190	Medical Record Technician	24.46	
12195	Medical Transcriptionist	18.60	
12210	Nuclear Medicine Technologist	45.70	
12221	Nursing Assistant I	11.95	***
12222	Nursing Assistant II	13.43	***
12223	Nursing Assistant III	15.07	***
12224	Nursing Assistant IV	16.93	
12235	Optical Dispenser	20.80	
12236	Optical Technician	18.60	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	18.60	
12305	Radiologic Technologist	31.22	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	25.52	
12320	Substance Abuse Treatment Counselor	25.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.99	
13012	Exhibits Specialist II	25.99	
13013	Exhibits Specialist III	31.80	
13041	Illustrator I	21.34	
13042	Illustrator II	26.44	
13043	Illustrator III	32.35	
13047	Librarian	33.88	
13050	Library Aide/Clerk	14.30	***
13054	Library Information Technology Systems Administrator	30.60	
13058	Library Technician	19.89	
13061	Media Specialist I	19.08	
13062	Media Specialist II	21.34	
13063	Media Specialist III	23.79	
13071	Photographer I	17.68	
13072	Photographer II	20.50	
13073	Photographer III	25.39	
13074	Photographer IV	31.06	
13075	Photographer V	37.14	
13090	Technical Order Library Clerk	17.97	
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.29	
14042	Computer Operator II	21.58	
14043	Computer Operator III	24.06	
14044	Computer Operator IV	26.74	

14045	Computer Operator V		29.61
14071	Computer Programmer I	(see 1)	26.36
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.29
14160	Personal Computer Support Technician		26.74
14170	System Support Specialist		29.61

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		36.47	
15020	Aircrew Training Devices Instructor (Rated)		44.06	
15030	Air Crew Training Devices Instructor (Pilot)		52.81	
15050	Computer Based Training Specialist / Instructor		36.47	
15060	Educational Technologist		31.70	
15070	Flight Instructor (Pilot)		52.81	
15080	Graphic Artist		27.29	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.64	
15086	Maintenance Test Pilot, Rotary Wing		44.64	
15088	Non-Maintenance Test/Co-Pilot		44.64	
15090	Technical Instructor		22.30	
15095	Technical Instructor/Course Developer		27.29	
15110	Test Proctor		19.04	
15120	Tutor		19.04	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		15.62	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		16.34	
16220	Tailor		17.47	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.08	
19040	Tool And Die Maker		26.55	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.55	
21030	Material Coordinator		24.23	
21040	Material Expediter		24.23	
21050	Material Handling Laborer		14.19	***
21071	Order Filler		14.93	***
21080	Production Line Worker (Food Processing)		19.55	
21110	Shipping Packer		16.81	
21130	Shipping/Receiving Clerk		16.81	
21140	Store Worker I		17.73	
21150	Stock Clerk		20.14	
21210	Tools And Parts Attendant		19.55	
21410	Warehouse Specialist		19.55	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		25.72	
23019	Aircraft Logs and Records Technician		21.33	

23021	Aircraft Mechanic I	24.89	
23022	Aircraft Mechanic II	25.72	
23023	Aircraft Mechanic III	26.51	
23040	Aircraft Mechanic Helper	19.78	
23050	Aircraft, Painter	23.08	
23060	Aircraft Servicer	21.33	
23070	Aircraft Survival Flight Equipment Technician	23.08	
23080	Aircraft Worker	22.16	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.16	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.89	
23110	Appliance Mechanic	23.08	
23120	Bicycle Repairer	20.15	
23125	Cable Splicer	26.02	
23130	Carpenter, Maintenance	22.50	
23140	Carpet Layer	22.16	
23160	Electrician, Maintenance	28.56	
23181	Electronics Technician Maintenance I	22.16	
23182	Electronics Technician Maintenance II	23.08	
23183	Electronics Technician Maintenance III	24.50	
23260	Fabric Worker	21.33	
23290	Fire Alarm System Mechanic	23.97	
23310	Fire Extinguisher Repairer	20.55	
23311	Fuel Distribution System Mechanic	23.97	
23312	Fuel Distribution System Operator	20.55	
23370	General Maintenance Worker	21.43	
23380	Ground Support Equipment Mechanic	24.89	
23381	Ground Support Equipment Servicer	21.33	
23382	Ground Support Equipment Worker	22.16	
23391	Gunsmith I	20.55	
23392	Gunsmith II	22.16	
23393	Gunsmith III	23.97	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.09	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.89	
23430	Heavy Equipment Mechanic	22.13	
23440	Heavy Equipment Operator	23.59	
23460	Instrument Mechanic	23.97	
23465	Laboratory/Shelter Mechanic	23.08	
23470	Laborer	14.98	***
23510	Locksmith	23.08	
23530	Machinery Maintenance Mechanic	23.97	
23550	Machinist, Maintenance	28.53	
23580	Maintenance Trades Helper	18.30	
23591	Metrology Technician I	23.97	
23592	Metrology Technician II	24.81	
23593	Metrology Technician III	25.71	
23640	Millwright	25.33	
23710	Office Appliance Repairer	22.62	
23760	Painter, Maintenance	23.08	
23790	Pipefitter, Maintenance	32.16	
23810	Plumber, Maintenance	31.12	
23820	Pneudraulic Systems Mechanic	23.97	
23850	Rigger	23.97	
23870	Scale Mechanic	22.16	
23890	Sheet-Metal Worker, Maintenance	28.45	
23910	Small Engine Mechanic	22.16	
23931	Telecommunications Mechanic I	30.99	
23932	Telecommunications Mechanic II	32.01	
23950	Telephone Lineman	27.41	
23960	Welder, Combination, Maintenance	22.91	
23965	Well Driller	23.97	
23970	Woodcraft Worker	23.97	
23980	Woodworker	20.55	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.60	***
24570	Child Care Attendant	12.19	***
24580	Child Care Center Clerk	14.65	***
24610	Chore Aide	11.75	***

24620	Family Readiness And Support Services Coordinator	14.60	***
24630	Homemaker	16.90	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.59	
25040	Sewage Plant Operator	22.38	
25070	Stationary Engineer	23.97	
25190	Ventilation Equipment Tender	19.78	
25210	Water Treatment Plant Operator	22.38	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.93	
27007	Baggage Inspector	15.07	***
27008	Corrections Officer	22.81	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	16.86	
27040	Detention Officer	22.81	
27070	Firefighter	24.63	
27101	Guard I	15.07	***
27102	Guard II	16.86	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	11.51	***
28042	Carnival Equipment Repairer	12.00	***
28043	Carnival Worker	9.24	***
28210	Gate Attendant/Gate Tender	17.45	
28310	Lifeguard	14.38	***
28350	Park Attendant (Aide)	19.51	
28510	Recreation Aide/Health Facility Attendant	14.25	***
28515	Recreation Specialist	24.18	
28630	Sports Official	15.53	***
28690	Swimming Pool Operator	22.69	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.16	
29020	Hatch Tender	22.16	
29030	Line Handler	22.16	
29041	Stevedore I	21.33	
29042	Stevedore II	23.08	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	19.53	
30022	Archeological Technician II	22.00	
30023	Archeological Technician III	27.27	
30030	Cartographic Technician	27.27	
30040	Civil Engineering Technician	24.79	
30051	Cryogenic Technician I	25.70	
30052	Cryogenic Technician II	28.39	
30061	Drafter/CAD Operator I	19.53	
30062	Drafter/CAD Operator II	22.00	
30063	Drafter/CAD Operator III	25.19	
30064	Drafter/CAD Operator IV	29.89	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	

30086	Engineering Technician VI	52.76
30090	Environmental Technician	26.85
30095	Evidence Control Specialist	23.21
30210	Laboratory Technician	23.38
30221	Latent Fingerprint Technician I	25.70
30222	Latent Fingerprint Technician II	28.39
30240	Mathematical Technician	27.12
30361	Paralegal/Legal Assistant I	19.98
30362	Paralegal/Legal Assistant II	25.78
30363	Paralegal/Legal Assistant III	31.54
30364	Paralegal/Legal Assistant IV	38.16
30375	Petroleum Supply Specialist	28.39
30390	Photo-Optics Technician	27.98
30395	Radiation Control Technician	28.39
30461	Technical Writer I	24.75
30462	Technical Writer II	30.28
30463	Technical Writer III	36.64
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	29.89
30502	Weather Forecaster II	36.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.19
30621	Weather Observer, Senior	(see 2) 27.12

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	17.21	
31030	Bus Driver	20.95	
31043	Driver Courier	17.54	
31260	Parking and Lot Attendant	15.81	***
31290	Shuttle Bus Driver	17.49	
31310	Taxi Driver	15.83	***
31361	Truckdriver, Light	18.22	
31362	Truckdriver, Medium	18.91	
31363	Truckdriver, Heavy	21.77	
31364	Truckdriver, Tractor-Trailer	21.77	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.75	***
99050	Desk Clerk	11.75	***
99095	Embalmer	26.70	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.60	***
99252	Laboratory Animal Caretaker II	14.31	***
99260	Marketing Analyst	23.88	
99310	Mortician	26.70	
99410	Pest Controller	22.60	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.07	
99711	Recycling Specialist	18.21	
99730	Refuse Collector	16.12	***
99810	Sales Clerk	12.09	***
99820	School Crossing Guard	18.55	
99830	Survey Party Chief	20.25	
99831	Surveying Aide	12.64	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	20.97	
99841	Vending Machine Repairer	23.48	
99842	Vending Machine Repairer Helper	20.97	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4293

States/Territories. : Maryland

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Maryland

Area: Maryland County of Washington

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.31	
01012	Accounting Clerk II	18.30	
01013	Accounting Clerk III	22.30	
01020	Administrative Assistant	31.41	
01035	Court Reporter	21.84	
01041	Customer Service Representative I	15.83	***
01042	Customer Service Representative II	17.29	
01043	Customer Service Representative III	19.43	
01051	Data Entry Operator I	14.54	***
01052	Data Entry Operator II	15.87	***
01060	Dispatcher, Motor Vehicle	22.86	
01070	Document Preparation Clerk	18.01	
01090	Duplicating Machine Operator	18.01	
01111	General Clerk I	15.24	***
01112	General Clerk II	16.63	
01113	General Clerk III	18.66	
01120	Housing Referral Assistant	25.29	
01141	Messenger Courier	13.96	***
01191	Order Clerk I	15.50	***
01192	Order Clerk II	16.91	
01261	Personnel Assistant (Employment) I	18.66	

01262	Personnel Assistant (Employment) II	20.88	
01263	Personnel Assistant (Employment) III	23.27	
01270	Production Control Clerk	22.42	
01290	Rental Clerk	18.41	
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.18	
01313	Secretary III	25.29	
01320	Service Order Dispatcher	20.44	
01410	Supply Technician	31.41	
01420	Survey Worker	20.03	
01460	Switchboard Operator/Receptionist	14.43	***
01531	Travel Clerk I	15.48	***
01532	Travel Clerk II	16.92	
01533	Travel Clerk III	17.68	
01611	Word Processor I	15.79	***
01612	Word Processor II	17.72	
01613	Word Processor III	19.95	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.53	
05010	Automotive Electrician	20.32	
05040	Automotive Glass Installer	19.34	
05070	Automotive Worker	19.34	
05110	Mobile Equipment Servicer	18.88	
05130	Motor Equipment Metal Mechanic	21.01	
05160	Motor Equipment Metal Worker	19.34	
05190	Motor Vehicle Mechanic	21.01	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	19.31	
05310	Painter, Automotive	20.32	
05340	Radiator Repair Specialist	19.31	
05370	Tire Repairer	14.06	***
05400	Transmission Repair Specialist	21.01	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.47	***
07041	Cook I	14.28	***
07042	Cook II	15.35	***
07070	Dishwasher	12.01	***
07130	Food Service Worker	12.36	***
07210	Meat Cutter	17.92	
07260	Waiter/Waitress	11.75	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.08	
09040	Furniture Handler	17.02	
09080	Furniture Refinisher	20.08	
09090	Furniture Refinisher Helper	18.78	
09110	Furniture Repairer, Minor	20.65	
09130	Upholsterer	21.03	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.56	***
11060	Elevator Operator	13.85	***
11090	Gardener	18.12	
11122	Housekeeping Aide	13.88	***
11150	Janitor	13.88	***
11210	Laborer, Grounds Maintenance	16.01	***
11240	Maid or Houseman	12.75	***
11260	Pruner	15.32	***
11270	Tractor Operator	17.35	
11330	Trail Maintenance Worker	16.01	***

11360	Window Cleaner	14.50	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.67	
12011	Breath Alcohol Technician	24.38	
12012	Certified Occupational Therapist Assistant	31.93	
12015	Certified Physical Therapist Assistant	28.67	
12020	Dental Assistant	19.67	
12025	Dental Hygienist	38.57	
12030	EKG Technician	29.45	
12035	Electroneurodiagnostic Technologist	29.45	
12040	Emergency Medical Technician	18.67	
12071	Licensed Practical Nurse I	21.79	
12072	Licensed Practical Nurse II	24.38	
12073	Licensed Practical Nurse III	27.18	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	23.56	
12160	Medical Record Clerk	20.14	
12190	Medical Record Technician	23.11	
12195	Medical Transcriptionist	21.79	
12210	Nuclear Medicine Technologist	53.59	
12221	Nursing Assistant I	13.32	***
12222	Nursing Assistant II	14.97	***
12223	Nursing Assistant III	16.33	
12224	Nursing Assistant IV	18.33	
12235	Optical Dispenser	19.10	
12236	Optical Technician	21.79	
12250	Pharmacy Technician	18.12	
12280	Phlebotomist	17.98	
12305	Radiologic Technologist	34.35	
12311	Registered Nurse I	27.64	
12312	Registered Nurse II	33.44	
12313	Registered Nurse II, Specialist	33.44	
12314	Registered Nurse III	40.13	
12315	Registered Nurse III, Anesthetist	40.13	
12316	Registered Nurse IV	48.10	
12317	Scheduler (Drug and Alcohol Testing)	30.21	
12320	Substance Abuse Treatment Counselor	24.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.70	
13012	Exhibits Specialist II	26.88	
13013	Exhibits Specialist III	32.89	
13041	Illustrator I	21.70	
13042	Illustrator II	26.88	
13043	Illustrator III	32.89	
13047	Librarian	33.88	
13050	Library Aide/Clerk	17.28	
13054	Library Information Technology Systems Administrator	30.60	
13058	Library Technician	21.70	
13061	Media Specialist I	19.39	
13062	Media Specialist II	21.70	
13063	Media Specialist III	24.19	
13071	Photographer I	19.39	
13072	Photographer II	21.70	
13073	Photographer III	26.88	
13074	Photographer IV	32.89	
13075	Photographer V	39.78	
13090	Technical Order Library Clerk	20.68	
13110	Video Teleconference Technician	22.43	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.10	
14042	Computer Operator II	21.37	
14043	Computer Operator III	23.82	
14044	Computer Operator IV	26.48	

14045	Computer Operator V		29.32
14071	Computer Programmer I	(see 1)	26.36
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.10
14160	Personal Computer Support Technician		26.48
14170	System Support Specialist		29.32

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		36.47	
15020	Aircrew Training Devices Instructor (Rated)		44.06	
15030	Air Crew Training Devices Instructor (Pilot)		52.81	
15050	Computer Based Training Specialist / Instructor		36.47	
15060	Educational Technologist		40.84	
15070	Flight Instructor (Pilot)		52.81	
15080	Graphic Artist		25.95	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.36	
15086	Maintenance Test Pilot, Rotary Wing		48.36	
15088	Non-Maintenance Test/Co-Pilot		48.36	
15090	Technical Instructor		21.02	
15095	Technical Instructor/Course Developer		25.71	
15110	Test Proctor		19.04	
15120	Tutor		19.04	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.67	***
16030	Counter Attendant		13.67	***
16040	Dry Cleaner		15.62	***
16070	Finisher, Flatwork, Machine		13.67	***
16090	Presser, Hand		13.67	***
16110	Presser, Machine, Drycleaning		13.67	***
16130	Presser, Machine, Shirts		13.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.67	***
16190	Sewing Machine Operator		16.34	
16220	Tailor		17.47	
16250	Washer, Machine		14.32	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.25	
19040	Tool And Die Maker		29.79	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.21	
21030	Material Coordinator		22.42	
21040	Material Expediter		22.42	
21050	Material Handling Laborer		14.60	***
21071	Order Filler		16.42	
21080	Production Line Worker (Food Processing)		18.21	
21110	Shipping Packer		19.28	
21130	Shipping/Receiving Clerk		19.28	
21140	Store Worker I		19.51	
21150	Stock Clerk		22.20	
21210	Tools And Parts Attendant		18.21	
21410	Warehouse Specialist		18.21	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		34.90	
23019	Aircraft Logs and Records Technician		30.49	

23021	Aircraft Mechanic I	33.81	
23022	Aircraft Mechanic II	34.90	
23023	Aircraft Mechanic III	35.98	
23040	Aircraft Mechanic Helper	28.29	
23050	Aircraft, Painter	32.70	
23060	Aircraft Servicer	30.49	
23070	Aircraft Survival Flight Equipment Technician	32.70	
23080	Aircraft Worker	31.60	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	31.60	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.81	
23110	Appliance Mechanic	26.25	
23120	Bicycle Repairer	23.60	
23125	Cable Splicer	36.47	
23130	Carpenter, Maintenance	21.40	
23140	Carpet Layer	25.36	
23160	Electrician, Maintenance	27.98	
23181	Electronics Technician Maintenance I	26.00	
23182	Electronics Technician Maintenance II	26.91	
23183	Electronics Technician Maintenance III	27.82	
23260	Fabric Worker	24.46	
23290	Fire Alarm System Mechanic	26.64	
23310	Fire Extinguisher Repairer	23.60	
23311	Fuel Distribution System Mechanic	30.81	
23312	Fuel Distribution System Operator	26.80	
23370	General Maintenance Worker	21.43	
23380	Ground Support Equipment Mechanic	33.81	
23381	Ground Support Equipment Servicer	30.49	
23382	Ground Support Equipment Worker	31.60	
23391	Gunsmith I	23.60	
23392	Gunsmith II	25.36	
23393	Gunsmith III	27.13	
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.50	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.29	
23430	Heavy Equipment Mechanic	28.97	
23440	Heavy Equipment Operator	23.06	
23460	Instrument Mechanic	27.13	
23465	Laboratory/Shelter Mechanic	26.25	
23470	Laborer	14.98	***
23510	Locksmith	26.25	
23530	Machinery Maintenance Mechanic	26.96	
23550	Machinist, Maintenance	24.60	
23580	Maintenance Trades Helper	18.27	
23591	Metrology Technician I	27.13	
23592	Metrology Technician II	28.01	
23593	Metrology Technician III	28.87	
23640	Millwright	27.13	
23710	Office Appliance Repairer	21.24	
23760	Painter, Maintenance	21.75	
23790	Pipefitter, Maintenance	24.43	
23810	Plumber, Maintenance	23.63	
23820	Pneudraulic Systems Mechanic	27.13	
23850	Rigger	27.13	
23870	Scale Mechanic	25.36	
23890	Sheet-Metal Worker, Maintenance	22.91	
23910	Small Engine Mechanic	25.36	
23931	Telecommunications Mechanic I	31.69	
23932	Telecommunications Mechanic II	32.71	
23950	Telephone Lineman	36.29	
23960	Welder, Combination, Maintenance	22.91	
23965	Well Driller	27.13	
23970	Woodcraft Worker	27.13	
23980	Woodworker	23.60	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.19	
24570	Child Care Attendant	12.51	***
24580	Child Care Center Clerk	15.59	***
24610	Chore Aide	13.21	***

24620	Family Readiness And Support Services Coordinator	17.19
24630	Homemaker	17.19

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.13	
25040	Sewage Plant Operator	23.02	
25070	Stationary Engineer	27.13	
25190	Ventilation Equipment Tender	22.71	
25210	Water Treatment Plant Operator	23.02	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.77	
27007	Baggage Inspector	15.38	***
27008	Corrections Officer	23.97	
27010	Court Security Officer	24.72	
27030	Detection Dog Handler	17.33	
27040	Detention Officer	23.97	
27070	Firefighter	24.63	
27101	Guard I	15.38	***
27102	Guard II	17.33	
27131	Police Officer I	26.52	
27132	Police Officer II	29.67	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.31	***
28042	Carnival Equipment Repairer	13.83	***
28043	Carnival Worker	11.75	***
28210	Gate Attendant/Gate Tender	15.06	***
28310	Lifeguard	11.75	***
28350	Park Attendant (Aide)	16.85	
28510	Recreation Aide/Health Facility Attendant	12.29	***
28515	Recreation Specialist	20.87	
28630	Sports Official	13.41	***
28690	Swimming Pool Operator	15.60	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.50	
29020	Hatch Tender	26.50	
29030	Line Handler	26.50	
29041	Stevedore I	25.56	
29042	Stevedore II	27.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.70	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	32.20	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47	
30021	Archeological Technician I	20.52	
30022	Archeological Technician II	22.94	
30023	Archeological Technician III	28.42	
30030	Cartographic Technician	28.42	
30040	Civil Engineering Technician	27.56	
30051	Cryogenic Technician I	31.47	
30052	Cryogenic Technician II	34.77	
30061	Drafter/CAD Operator I	20.52	
30062	Drafter/CAD Operator II	22.94	
30063	Drafter/CAD Operator III	25.57	
30064	Drafter/CAD Operator IV	31.47	
30081	Engineering Technician I	22.92	
30082	Engineering Technician II	25.72	
30083	Engineering Technician III	28.79	
30084	Engineering Technician IV	35.64	
30085	Engineering Technician V	43.61	

30086	Engineering Technician VI	52.76
30090	Environmental Technician	28.42
30095	Evidence Control Specialist	28.42
30210	Laboratory Technician	25.57
30221	Latent Fingerprint Technician I	31.47
30222	Latent Fingerprint Technician II	34.77
30240	Mathematical Technician	28.42
30361	Paralegal/Legal Assistant I	23.32
30362	Paralegal/Legal Assistant II	28.90
30363	Paralegal/Legal Assistant III	35.35
30364	Paralegal/Legal Assistant IV	42.76
30375	Petroleum Supply Specialist	34.77
30390	Photo-Optics Technician	28.42
30395	Radiation Control Technician	34.77
30461	Technical Writer I	28.42
30462	Technical Writer II	34.77
30463	Technical Writer III	42.07
30491	Unexploded Ordnance (UXO) Technician I	29.68
30492	Unexploded Ordnance (UXO) Technician II	35.91
30493	Unexploded Ordnance (UXO) Technician III	43.04
30494	Unexploded (UXO) Safety Escort	29.68
30495	Unexploded (UXO) Sweep Personnel	29.68
30501	Weather Forecaster I	31.47
30502	Weather Forecaster II	38.29
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.57
30621	Weather Observer, Senior	(see 2) 28.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.91	
31020	Bus Aide	19.04	
31030	Bus Driver	22.94	
31043	Driver Courier	21.05	
31260	Parking and Lot Attendant	18.66	
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	14.25	***
31361	Truckdriver, Light	21.88	
31362	Truckdriver, Medium	22.70	
31363	Truckdriver, Heavy	22.69	
31364	Truckdriver, Tractor-Trailer	22.69	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.51	
99030	Cashier	11.75	***
99050	Desk Clerk	12.40	***
99095	Embalmer	29.68	
99130	Flight Follower	29.68	
99251	Laboratory Animal Caretaker I	14.96	***
99252	Laboratory Animal Caretaker II	15.74	***
99260	Marketing Analyst	26.40	
99310	Mortician	29.68	
99410	Pest Controller	22.16	
99510	Photofinishing Worker	15.60	***
99710	Recycling Laborer	20.44	
99711	Recycling Specialist	22.16	
99730	Refuse Collector	19.57	
99810	Sales Clerk	13.18	***
99820	School Crossing Guard	16.44	
99830	Survey Party Chief	22.91	
99831	Surveying Aide	14.30	***
99832	Surveying Technician	19.59	
99840	Vending Machine Attendant	20.32	
99841	Vending Machine Repairer	23.68	
99842	Vending Machine Repairer Helper	20.32	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4029

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in MASSACHUSETTS and NEW HAMPSHIRE:

Massachusetts:

ESSEX COUNTY: Amesbury, Georgetown, Groveland, Haverhill, Merrimac, Newburyport, North Andover, Salisbury, West Newbury

New Hampshire:

ROCKINGHAM COUNTY: Atkinson, Danville, East Kingston, Hampstead, Kingston, Newton, Plaistow, Sandown, Seabrook

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	

01112	General Clerk II	19.29
01113	General Clerk III	21.67
01120	Housing Referral Assistant	25.80
01141	Messenger Courier	18.09
01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.80	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.45	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.83	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.08	***
09080	Furniture Refinisher	21.52	
09090	Furniture Refinisher Helper	17.52	
09110	Furniture Repairer, Minor	19.61	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	

11122	Housekeeping Aide	18.16
11150	Janitor	18.16
11210	Laborer, Grounds Maintenance	18.84
11240	Maid or Houseman	16.64
11260	Pruner	17.33
11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.45	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	31.55	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	50.31	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	22.45	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	23.95	
12190	Medical Record Technician	28.22	
12195	Medical Transcriptionist	21.48	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	26.43	
12236	Optical Technician	21.48	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	22.86	
13062	Media Specialist II	25.58	
13063	Media Specialist III	28.51	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	28.22	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	
14044	Computer Operator IV	33.06	
14045	Computer Operator V	36.61	
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	23.85	
14160	Personal Computer Support Technician	33.06	
14170	System Support Specialist	49.12	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	50.97	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	50.97	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	50.97	
15086	Maintenance Test Pilot, Rotary Wing	50.97	
15088	Non-Maintenance Test/Co-Pilot	50.97	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.49	
19040	Tool And Die Maker	32.45	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.53	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	19.53	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.53	
21410	Warehouse Specialist	19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.24	
23019	Aircraft Logs and Records Technician	32.10	
23021	Aircraft Mechanic I	36.76	
23022	Aircraft Mechanic II	38.24	
23023	Aircraft Mechanic III	39.77	
23040	Aircraft Mechanic Helper	28.68	
23050	Aircraft, Painter	35.21	
23060	Aircraft Servicer	32.10	
23070	Aircraft Survival Flight Equipment Technician	35.21	
23080	Aircraft Worker	33.67	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76	
23110	Appliance Mechanic	26.11	
23120	Bicycle Repairer	19.32	
23125	Cable Splicer	47.52	
23130	Carpenter, Maintenance	29.57	
23140	Carpet Layer	34.99	
23160	Electrician, Maintenance	36.73	
23181	Electronics Technician Maintenance I	29.92	
23182	Electronics Technician Maintenance II	31.31	
23183	Electronics Technician Maintenance III	32.68	
23260	Fabric Worker	30.06	
23290	Fire Alarm System Mechanic	35.08	
23310	Fire Extinguisher Repairer	28.57	
23311	Fuel Distribution System Mechanic	39.89	
23312	Fuel Distribution System Operator	33.10	
23370	General Maintenance Worker	24.52	
23380	Ground Support Equipment Mechanic	36.76	
23381	Ground Support Equipment Servicer	32.10	
23382	Ground Support Equipment Worker	33.67	
23391	Gunsmith I	28.57	
23392	Gunsmith II	31.53	
23393	Gunsmith III	34.43	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18	
23430	Heavy Equipment Mechanic	34.21	
23440	Heavy Equipment Operator	32.19	
23460	Instrument Mechanic	29.98	
23465	Laboratory/Shelter Mechanic	32.98	
23470	Laborer	18.05	
23510	Locksmith	29.07	
23530	Machinery Maintenance Mechanic	30.13	
23550	Machinist, Maintenance	28.39	
23580	Maintenance Trades Helper	21.09	
23591	Metrology Technician I	29.98	
23592	Metrology Technician II	31.19	
23593	Metrology Technician III	32.44	
23640	Millwright	29.76	
23710	Office Appliance Repairer	26.11	
23760	Painter, Maintenance	26.92	
23790	Pipefitter, Maintenance	37.82	
23810	Plumber, Maintenance	36.23	
23820	Pneudraulic Systems Mechanic	34.43	
23850	Rigger	31.38	
23870	Scale Mechanic	31.53	
23890	Sheet-Metal Worker, Maintenance	32.12	
23910	Small Engine Mechanic	24.98	
23931	Telecommunications Mechanic I	36.97	
23932	Telecommunications Mechanic II	38.46	
23950	Telephone Lineman	42.08	
23960	Welder, Combination, Maintenance	26.04	
23965	Well Driller	30.93	
23970	Woodcraft Worker	34.43	
23980	Woodworker	28.57	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	19.79	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	22.94	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	19.79	
27102	Guard II	22.94	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.23	

30082	Engineering Technician II	19.42
30083	Engineering Technician III	21.74
30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.85
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	35.73
30222	Latent Fingerprint Technician II	39.47
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.66
30362	Paralegal/Legal Assistant II	25.60
30363	Paralegal/Legal Assistant III	31.31
30364	Paralegal/Legal Assistant IV	37.89
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.44	
99252	Laboratory Animal Caretaker II	20.85	
99260	Marketing Analyst	36.72	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4033

States/Territories. : Massachusetts

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS and NEW HAMPSHIRE:

Massachusetts:

ESSEX COUNTY: Essex, Lawrence, Methuen

New Hampshire:

ROCKINGHAM COUNTY: Salem

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.44	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	

01141	Messenger Courier	18.09
01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.96	
09040	Furniture Handler	15.97	***
09080	Furniture Refinisher	23.12	
09090	Furniture Refinisher Helper	18.64	
09110	Furniture Repairer, Minor	20.94	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	

11240	Maid or Houseman	16.64
11260	Pruner	17.33
11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.70	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.87	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	24.70	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	23.00	
12190	Medical Record Technician	28.22	
12195	Medical Transcriptionist	21.84	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	26.74	
12236	Optical Technician	21.84	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	30.12	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.08	
13012	Exhibits Specialist II	29.83	
13013	Exhibits Specialist III	36.49	
13041	Illustrator I	24.72	
13042	Illustrator II	30.62	
13043	Illustrator III	37.46	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.47	
13072	Photographer II	21.78	
13073	Photographer III	26.98	
13074	Photographer IV	33.00	
13075	Photographer V	39.93	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
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14041	Computer Operator I	23.85
14042	Computer Operator II	26.69
14043	Computer Operator III	29.74
14044	Computer Operator IV	33.06
14045	Computer Operator V	36.61
14071	Computer Programmer I	(see 1) 26.93
14072	Computer Programmer II	(see 1) nan
14073	Computer Programmer III	(see 1) nan
14074	Computer Programmer IV	(see 1) nan
14101	Computer Systems Analyst I	(see 1) nan
14102	Computer Systems Analyst II	(see 1) nan
14103	Computer Systems Analyst III	(see 1) nan
14150	Peripheral Equipment Operator	23.85
14160	Personal Computer Support Technician	33.06
14170	System Support Specialist	40.25

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	50.97	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	38.02	
15070	Flight Instructor (Pilot)	50.97	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.74	
19040	Tool And Die Maker	30.09	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.53	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	19.53	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.53	
21410	Warehouse Specialist	19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.24	
23019	Aircraft Logs and Records Technician	32.10	
23021	Aircraft Mechanic I	36.76	
23022	Aircraft Mechanic II	38.24	
23023	Aircraft Mechanic III	39.77	
23040	Aircraft Mechanic Helper	28.68	
23050	Aircraft, Painter	35.21	
23060	Aircraft Servicer	32.10	
23070	Aircraft Survival Flight Equipment Technician	35.21	
23080	Aircraft Worker	33.67	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76	
23110	Appliance Mechanic	26.37	
23120	Bicycle Repairer	19.32	
23125	Cable Splicer	47.52	
23130	Carpenter, Maintenance	29.68	
23140	Carpet Layer	33.87	
23160	Electrician, Maintenance	36.50	
23181	Electronics Technician Maintenance I	29.92	
23182	Electronics Technician Maintenance II	31.31	
23183	Electronics Technician Maintenance III	32.68	
23260	Fabric Worker	30.06	
23290	Fire Alarm System Mechanic	35.08	
23310	Fire Extinguisher Repairer	28.57	
23311	Fuel Distribution System Mechanic	39.89	
23312	Fuel Distribution System Operator	32.81	
23370	General Maintenance Worker	24.52	
23380	Ground Support Equipment Mechanic	36.76	
23381	Ground Support Equipment Servicer	32.10	
23382	Ground Support Equipment Worker	33.67	
23391	Gunsmith I	28.57	
23392	Gunsmith II	31.53	
23393	Gunsmith III	34.43	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18	
23430	Heavy Equipment Mechanic	34.17	
23440	Heavy Equipment Operator	32.19	
23460	Instrument Mechanic	29.98	
23465	Laboratory/Shelter Mechanic	32.98	
23470	Laborer	18.05	
23510	Locksmith	29.07	
23530	Machinery Maintenance Mechanic	30.13	
23550	Machinist, Maintenance	28.39	
23580	Maintenance Trades Helper	19.59	
23591	Metrology Technician I	29.98	
23592	Metrology Technician II	31.19	
23593	Metrology Technician III	32.44	
23640	Millwright	29.76	
23710	Office Appliance Repairer	24.24	
23760	Painter, Maintenance	26.92	
23790	Pipefitter, Maintenance	37.82	
23810	Plumber, Maintenance	36.23	
23820	Pneudraulic Systems Mechanic	34.43	
23850	Rigger	31.38	
23870	Scale Mechanic	31.53	
23890	Sheet-Metal Worker, Maintenance	32.53	
23910	Small Engine Mechanic	25.22	
23931	Telecommunications Mechanic I	36.99	
23932	Telecommunications Mechanic II	39.02	
23950	Telephone Lineman	42.08	
23960	Welder, Combination, Maintenance	27.52	
23965	Well Driller	30.93	
23970	Woodcraft Worker	34.43	
23980	Woodworker	28.57	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.52	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.52	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.49	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.23	

30082	Engineering Technician II	19.42
30083	Engineering Technician III	21.74
30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.85
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	36.91
30222	Latent Fingerprint Technician II	40.78
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	21.82
30362	Paralegal/Legal Assistant II	27.03
30363	Paralegal/Legal Assistant III	33.06
30364	Paralegal/Legal Assistant IV	40.00
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.61	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	15.80	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.44	
99252	Laboratory Animal Caretaker II	20.85	
99260	Marketing Analyst	36.35	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	17.25	
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	19.11	
99841	Vending Machine Repairer	22.61	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4035

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in MIDDLESEX COUNTY: Ashby, Ayer, Billerica, Chelmsford, Dracut, Groton, Littleton, Lowell, Shirley, Tewksbury, Townsend, Tyngsborough, Westford, Harvard

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	

01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.66	
05040	Automotive Glass Installer	21.67	
05070	Automotive Worker	21.67	
05110	Mobile Equipment Servicer	19.63	
05130	Motor Equipment Metal Mechanic	23.65	
05160	Motor Equipment Metal Worker	21.67	
05190	Motor Vehicle Mechanic	23.65	
05220	Motor Vehicle Mechanic Helper	18.30	
05250	Motor Vehicle Upholstery Worker	20.60	
05280	Motor Vehicle Wrecker	21.67	
05310	Painter, Automotive	22.66	
05340	Radiator Repair Specialist	21.67	
05370	Tire Repairer	17.20	
05400	Transmission Repair Specialist	23.65	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.38	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.08	***
09080	Furniture Refinisher	21.52	
09090	Furniture Refinisher Helper	17.52	
09110	Furniture Repairer, Minor	19.61	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	15.36	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	

11260	Pruner	17.33
11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.70	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.37	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	46.37	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	24.70	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	24.32	
12190	Medical Record Technician	31.90	
12195	Medical Transcriptionist	21.41	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	27.53	
12236	Optical Technician	20.49	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	

14042	Computer Operator II		26.69
14043	Computer Operator III		29.74
14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		45.66

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		51.80	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		37.69	
15070	Flight Instructor (Pilot)		51.80	
15080	Graphic Artist		34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.32	
15086	Maintenance Test Pilot, Rotary Wing		49.32	
15088	Non-Maintenance Test/Co-Pilot		49.32	
15090	Technical Instructor		30.03	
15095	Technical Instructor/Course Developer		36.73	
15110	Test Proctor		24.23	
15120	Tutor		24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.74	
19040	Tool And Die Maker		30.09	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.53	
21030	Material Coordinator		28.85	
21040	Material Expediter		28.85	
21050	Material Handling Laborer		18.05	
21071	Order Filler		17.06	
21080	Production Line Worker (Food Processing)		19.53	
21110	Shipping Packer		19.26	
21130	Shipping/Receiving Clerk		19.26	
21140	Store Worker I		15.38	***
21150	Stock Clerk		19.52	
21210	Tools And Parts Attendant		19.53	
21410	Warehouse Specialist		19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	38.24
23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	27.66
23120	Bicycle Repairer	18.92
23125	Cable Splicer	45.06
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.95
23312	Fuel Distribution System Operator	33.15
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	21.55
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	29.76
23710	Office Appliance Repairer	27.28
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	31.76
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.12
23910	Small Engine Mechanic	26.46
23931	Telecommunications Mechanic I	37.51
23932	Telecommunications Mechanic II	39.55
23950	Telephone Lineman	47.72
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***

24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.96	
30022	Archeological Technician II	24.57	
30023	Archeological Technician III	30.43	
30030	Cartographic Technician	30.43	
30040	Civil Engineering Technician	29.49	
30051	Cryogenic Technician I	33.47	
30052	Cryogenic Technician II	36.97	
30061	Drafter/CAD Operator I	21.96	
30062	Drafter/CAD Operator II	24.57	
30063	Drafter/CAD Operator III	27.39	
30064	Drafter/CAD Operator IV	33.70	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	

30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.69
30090	Environmental Technician	30.43
30095	Evidence Control Specialist	30.22
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	37.06
30222	Latent Fingerprint Technician II	40.94
30240	Mathematical Technician	36.82
30361	Paralegal/Legal Assistant I	20.44
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	36.97
30390	Photo-Optics Technician	30.43
30395	Radiation Control Technician	36.97
30461	Technical Writer I	35.08
30462	Technical Writer II	42.92
30463	Technical Writer III	51.92
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	33.70
30502	Weather Forecaster II	41.00
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 27.39
30621	Weather Observer, Senior	(see 2) 30.43

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.30	
99252	Laboratory Animal Caretaker II	19.47	
99260	Marketing Analyst	36.92	
99310	Mortician	39.85	
99410	Pest Controller	22.46	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	18.57	
99841	Vending Machine Repairer	21.99	
99842	Vending Machine Repairer Helper	18.57	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4039

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determinations is applicable to the following towns in MIDDLESEX COUNTY: Dunstable, Pepperell

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.95	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	
01192	Order Clerk II	23.00	

01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	21.32
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.20
01532	Travel Clerk II	21.85
01533	Travel Clerk III	23.55
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.38	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.83	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.08	***
09080	Furniture Refinisher	21.05	
09090	Furniture Refinisher Helper	17.15	
09110	Furniture Repairer, Minor	19.20	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	

11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.96	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.37	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.87	
12030	EKG Technician	38.26	
12035	Electroneurodiagnostic Technologist	38.26	
12040	Emergency Medical Technician	21.96	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.42	
12160	Medical Record Clerk	23.33	
12190	Medical Record Technician	28.22	
12195	Medical Transcriptionist	21.41	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	24.81	
12236	Optical Technician	21.10	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	26.42	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	23.53	
13062	Media Specialist II	26.33	
13063	Media Specialist III	29.36	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	28.22	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	

14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		43.21

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		51.80	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		37.69	
15070	Flight Instructor (Pilot)		51.80	
15080	Graphic Artist		34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.32	
15086	Maintenance Test Pilot, Rotary Wing		49.32	
15088	Non-Maintenance Test/Co-Pilot		49.32	
15090	Technical Instructor		30.03	
15095	Technical Instructor/Course Developer		36.73	
15110	Test Proctor		24.23	
15120	Tutor		24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.74	
19040	Tool And Die Maker		30.09	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.00	
21030	Material Coordinator		28.85	
21040	Material Expediter		28.85	
21050	Material Handling Laborer		18.05	
21071	Order Filler		17.06	
21080	Production Line Worker (Food Processing)		20.00	
21110	Shipping Packer		19.26	
21130	Shipping/Receiving Clerk		19.26	
21140	Store Worker I		15.38	***
21150	Stock Clerk		19.52	
21210	Tools And Parts Attendant		20.00	
21410	Warehouse Specialist		20.00	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.24	

23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	24.93
23120	Bicycle Repairer	18.92
23125	Cable Splicer	45.06
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.97
23182	Electronics Technician Maintenance II	31.34
23183	Electronics Technician Maintenance III	32.72
23260	Fabric Worker	29.32
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.89
23312	Fuel Distribution System Operator	32.81
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.17
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	29.57
23710	Office Appliance Repairer	24.24
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	31.08
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.12
23910	Small Engine Mechanic	23.18
23931	Telecommunications Mechanic I	36.99
23932	Telecommunications Mechanic II	39.02
23950	Telephone Lineman	42.08
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	30.93
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	

24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.82	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	
30084	Engineering Technician IV	26.93	

30085	Engineering Technician V		32.93
30086	Engineering Technician VI		39.69
30090	Environmental Technician		29.02
30095	Evidence Control Specialist		27.33
30210	Laboratory Technician		28.24
30221	Latent Fingerprint Technician I		35.90
30222	Latent Fingerprint Technician II		39.66
30240	Mathematical Technician		35.33
30361	Paralegal/Legal Assistant I		21.36
30362	Paralegal/Legal Assistant II		26.46
30363	Paralegal/Legal Assistant III		32.37
30364	Paralegal/Legal Assistant IV		39.16
30375	Petroleum Supply Specialist		33.43
30390	Photo-Optics Technician		29.20
30395	Radiation Control Technician		33.43
30461	Technical Writer I		32.18
30462	Technical Writer II		39.36
30463	Technical Writer III		47.61
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		32.34
30502	Weather Forecaster II		39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	26.27
30621	Weather Observer, Senior	(see 2)	29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.30	
99252	Laboratory Animal Caretaker II	19.47	
99260	Marketing Analyst	36.92	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.64	***
99830	Survey Party Chief	31.73	
99831	Surveying Aide	20.99	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	19.26	
99841	Vending Machine Repairer	22.95	
99842	Vending Machine Repairer Helper	19.26	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4041

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following towns in ESSEX COUNTY:
Marblehead, Swampscott

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	
01192	Order Clerk II	23.00	

01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.96	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.22	
07041	Cook I	21.19	
07042	Cook II	23.40	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.96	
09040	Furniture Handler	18.27	
09080	Furniture Refinisher	23.12	
09090	Furniture Refinisher Helper	20.66	
09110	Furniture Repairer, Minor	23.03	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	

11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.89	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	22.58	
12190	Medical Record Technician	27.80	
12195	Medical Transcriptionist	22.46	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	28.67	
12236	Optical Technician	22.70	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	38.48	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	31.46	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	22.75	
13062	Media Specialist II	24.43	
13063	Media Specialist III	27.24	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	28.22	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	

14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		37.48

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	50.97	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	50.97	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	50.97	
15086	Maintenance Test Pilot, Rotary Wing	50.97	
15088	Non-Maintenance Test/Co-Pilot	50.97	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.99	
19040	Tool And Die Maker	32.55	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.70	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	21.70	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	21.70	
21410	Warehouse Specialist	21.70	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.24	

23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	27.99
23120	Bicycle Repairer	19.32
23125	Cable Splicer	45.06
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.89
23312	Fuel Distribution System Operator	33.10
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.38
23550	Machinist, Maintenance	29.21
23580	Maintenance Trades Helper	22.61
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.27
23593	Metrology Technician III	32.44
23640	Millwright	29.76
23710	Office Appliance Repairer	27.99
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	32.13
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.53
23910	Small Engine Mechanic	26.77
23931	Telecommunications Mechanic I	36.97
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	42.76
23960	Welder, Combination, Maintenance	30.38
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	

24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	23.71	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.23	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	
30084	Engineering Technician IV	26.93	

30085	Engineering Technician V		32.93
30086	Engineering Technician VI		39.85
30090	Environmental Technician		29.02
30095	Evidence Control Specialist		27.33
30210	Laboratory Technician		28.24
30221	Latent Fingerprint Technician I		34.06
30222	Latent Fingerprint Technician II		37.62
30240	Mathematical Technician		35.33
30361	Paralegal/Legal Assistant I		20.44
30362	Paralegal/Legal Assistant II		25.32
30363	Paralegal/Legal Assistant III		30.97
30364	Paralegal/Legal Assistant IV		37.46
30375	Petroleum Supply Specialist		33.43
30390	Photo-Optics Technician		29.20
30395	Radiation Control Technician		33.43
30461	Technical Writer I		31.57
30462	Technical Writer II		38.62
30463	Technical Writer III		46.74
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		32.34
30502	Weather Forecaster II		39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	26.27
30621	Weather Observer, Senior	(see 2)	29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	17.28	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	15.80	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.44	
99252	Laboratory Animal Caretaker II	20.85	
99260	Marketing Analyst	36.72	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4045

States/Territories. : Massachusetts

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:

BARNSTABLE COUNTY: Barnstable, Bourne, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Sandwich, Wellfleet, Yarmouth

PLYMOUTH COUNTY: Marion, Wareham

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.77	
01012	Accounting Clerk II	21.09	
01013	Accounting Clerk III	23.58	
01020	Administrative Assistant	27.96	
01035	Court Reporter	20.86	
01041	Customer Service Representative I	15.61	***
01042	Customer Service Representative II	17.55	
01043	Customer Service Representative III	19.14	
01051	Data Entry Operator I	16.50	
01052	Data Entry Operator II	18.00	
01060	Dispatcher, Motor Vehicle	22.78	
01070	Document Preparation Clerk	16.03	***
01090	Duplicating Machine Operator	16.03	***
01111	General Clerk I	15.86	***
01112	General Clerk II	17.31	
01113	General Clerk III	19.44	
01120	Housing Referral Assistant	23.44	
01141	Messenger Courier	17.73	

01191	Order Clerk I	19.02	
01192	Order Clerk II	20.76	
01261	Personnel Assistant (Employment) I	19.04	
01262	Personnel Assistant (Employment) II	21.30	
01263	Personnel Assistant (Employment) III	23.75	
01270	Production Control Clerk	24.05	
01290	Rental Clerk	17.89	
01300	Scheduler, Maintenance	18.80	
01311	Secretary I	18.80	
01312	Secretary II	21.03	
01313	Secretary III	23.44	
01320	Service Order Dispatcher	20.36	
01410	Supply Technician	27.96	
01420	Survey Worker	23.65	
01460	Switchboard Operator/Receptionist	18.00	
01531	Travel Clerk I	15.52	***
01532	Travel Clerk II	16.72	
01533	Travel Clerk III	18.01	
01611	Word Processor I	16.11	***
01612	Word Processor II	18.08	
01613	Word Processor III	20.22	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.65	
05010	Automotive Electrician	25.02	
05040	Automotive Glass Installer	23.93	
05070	Automotive Worker	23.93	
05110	Mobile Equipment Servicer	21.67	
05130	Motor Equipment Metal Mechanic	26.11	
05160	Motor Equipment Metal Worker	23.93	
05190	Motor Vehicle Mechanic	26.11	
05220	Motor Vehicle Mechanic Helper	20.21	
05250	Motor Vehicle Upholstery Worker	22.75	
05280	Motor Vehicle Wrecker	23.93	
05310	Painter, Automotive	25.02	
05340	Radiator Repair Specialist	23.93	
05370	Tire Repairer	19.60	
05400	Transmission Repair Specialist	26.11	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.28	
07041	Cook I	19.32	
07042	Cook II	21.34	
07070	Dishwasher	14.94	***
07130	Food Service Worker	15.14	***
07210	Meat Cutter	22.08	
07260	Waiter/Waitress	15.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.30	
09040	Furniture Handler	19.20	
09080	Furniture Refinisher	27.80	
09090	Furniture Refinisher Helper	22.66	
09110	Furniture Repairer, Minor	25.50	
09130	Upholsterer	28.05	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	17.03	
11060	Elevator Operator	18.09	
11090	Gardener	24.38	
11122	Housekeeping Aide	20.46	
11150	Janitor	20.46	
11210	Laborer, Grounds Maintenance	19.27	
11240	Maid or Houseman	14.93	***

11260	Pruner	17.50
11270	Tractor Operator	22.74
11330	Trail Maintenance Worker	19.27
11360	Window Cleaner	22.54

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.10	
12011	Breath Alcohol Technician	26.43	
12012	Certified Occupational Therapist Assistant	36.77	
12015	Certified Physical Therapist Assistant	36.91	
12020	Dental Assistant	23.71	
12025	Dental Hygienist	42.25	
12030	EKG Technician	37.50	
12035	Electroneurodiagnostic Technologist	37.50	
12040	Emergency Medical Technician	25.10	
12071	Licensed Practical Nurse I	23.63	
12072	Licensed Practical Nurse II	26.43	
12073	Licensed Practical Nurse III	29.47	
12100	Medical Assistant	21.63	
12130	Medical Laboratory Technician	32.77	
12160	Medical Record Clerk	25.68	
12190	Medical Record Technician	28.73	
12195	Medical Transcriptionist	23.63	
12210	Nuclear Medicine Technologist	58.11	
12221	Nursing Assistant I	13.70	***
12222	Nursing Assistant II	15.40	***
12223	Nursing Assistant III	16.80	
12224	Nursing Assistant IV	18.87	
12235	Optical Dispenser	27.94	
12236	Optical Technician	23.63	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	22.71	
12305	Radiologic Technologist	40.07	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.75	
12320	Substance Abuse Treatment Counselor	28.99	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.56	
13012	Exhibits Specialist II	27.96	
13013	Exhibits Specialist III	34.20	
13041	Illustrator I	22.56	
13042	Illustrator II	27.96	
13043	Illustrator III	34.20	
13047	Librarian	34.75	
13050	Library Aide/Clerk	18.94	
13054	Library Information Technology Systems Administrator	28.03	
13058	Library Technician	23.37	
13061	Media Specialist I	20.17	
13062	Media Specialist II	22.56	
13063	Media Specialist III	25.16	
13071	Photographer I	20.17	
13072	Photographer II	22.56	
13073	Photographer III	27.96	
13074	Photographer IV	34.20	
13075	Photographer V	41.37	
13090	Technical Order Library Clerk	23.79	
13110	Video Teleconference Technician	24.71	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	26.24	

14042	Computer Operator II		29.36
14043	Computer Operator III		32.71
14044	Computer Operator IV		36.37
14045	Computer Operator V		40.27
14071	Computer Programmer I	(see 1)	nan
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		26.24
14160	Personal Computer Support Technician		36.37
14170	System Support Specialist		41.22

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	48.81	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	32.16	
15070	Flight Instructor (Pilot)	48.81	
15080	Graphic Artist	31.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.82	
15086	Maintenance Test Pilot, Rotary Wing	46.82	
15088	Non-Maintenance Test/Co-Pilot	46.82	
15090	Technical Instructor	25.37	
15095	Technical Instructor/Course Developer	31.02	
15110	Test Proctor	20.47	
15120	Tutor	20.47	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	29.87	
19040	Tool And Die Maker	34.74	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.63	
21030	Material Coordinator	24.05	
21040	Material Expediter	24.05	
21050	Material Handling Laborer	18.24	
21071	Order Filler	15.37	***
21080	Production Line Worker (Food Processing)	21.63	
21110	Shipping Packer	20.06	
21130	Shipping/Receiving Clerk	20.06	
21140	Store Worker I	15.02	***
21150	Stock Clerk	20.31	
21210	Tools And Parts Attendant	21.63	
21410	Warehouse Specialist	21.63	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	34.47
23019	Aircraft Logs and Records Technician	28.95
23021	Aircraft Mechanic I	33.23
23022	Aircraft Mechanic II	34.47
23023	Aircraft Mechanic III	35.90
23040	Aircraft Mechanic Helper	25.72
23050	Aircraft, Painter	31.85
23060	Aircraft Servicer	28.95
23070	Aircraft Survival Flight Equipment Technician	31.85
23080	Aircraft Worker	30.46
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.46
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.23
23110	Appliance Mechanic	29.87
23120	Bicycle Repairer	24.30
23125	Cable Splicer	47.99
23130	Carpenter, Maintenance	28.69
23140	Carpet Layer	28.57
23160	Electrician, Maintenance	32.18
23181	Electronics Technician Maintenance I	28.57
23182	Electronics Technician Maintenance II	29.87
23183	Electronics Technician Maintenance III	31.18
23260	Fabric Worker	27.16
23290	Fire Alarm System Mechanic	31.18
23310	Fire Extinguisher Repairer	25.87
23311	Fuel Distribution System Mechanic	31.48
23312	Fuel Distribution System Operator	26.12
23370	General Maintenance Worker	24.00
23380	Ground Support Equipment Mechanic	33.23
23381	Ground Support Equipment Servicer	28.95
23382	Ground Support Equipment Worker	30.46
23391	Gunsmith I	25.87
23392	Gunsmith II	28.57
23393	Gunsmith III	31.18
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.18
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.96
23430	Heavy Equipment Mechanic	30.95
23440	Heavy Equipment Operator	33.21
23460	Instrument Mechanic	31.18
23465	Laboratory/Shelter Mechanic	29.87
23470	Laborer	18.24
23510	Locksmith	29.87
23530	Machinery Maintenance Mechanic	29.79
23550	Machinist, Maintenance	29.19
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	31.18
23592	Metrology Technician II	32.34
23593	Metrology Technician III	33.68
23640	Millwright	31.18
23710	Office Appliance Repairer	28.05
23760	Painter, Maintenance	24.24
23790	Pipefitter, Maintenance	30.98
23810	Plumber, Maintenance	29.69
23820	Pneudraulic Systems Mechanic	31.18
23850	Rigger	28.62
23870	Scale Mechanic	28.57
23890	Sheet-Metal Worker, Maintenance	34.63
23910	Small Engine Mechanic	26.83
23931	Telecommunications Mechanic I	38.83
23932	Telecommunications Mechanic II	40.28
23950	Telephone Lineman	31.61
23960	Welder, Combination, Maintenance	25.30
23965	Well Driller	31.18
23970	Woodcraft Worker	31.18
23980	Woodworker	25.87

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.85	
24570	Child Care Attendant	14.76	***

24580	Child Care Center Clerk	18.41	
24610	Chore Aide	17.82	
24620	Family Readiness And Support Services Coordinator	18.85	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.22	
25040	Sewage Plant Operator	29.91	
25070	Stationary Engineer	31.22	
25190	Ventilation Equipment Tender	24.16	
25210	Water Treatment Plant Operator	29.91	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	28.78	
27007	Baggage Inspector	19.92	
27008	Corrections Officer	35.99	
27010	Court Security Officer	34.30	
27030	Detection Dog Handler	22.29	
27040	Detention Officer	35.99	
27070	Firefighter	32.61	
27101	Guard I	19.92	
27102	Guard II	22.29	
27131	Police Officer I	33.97	
27132	Police Officer II	37.76	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.83	
28042	Carnival Equipment Repairer	20.19	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	20.66	
28310	Lifeguard	14.39	***
28350	Park Attendant (Aide)	23.11	
28510	Recreation Aide/Health Facility Attendant	16.87	
28515	Recreation Specialist	28.63	
28630	Sports Official	18.41	
28690	Swimming Pool Operator	22.30	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.57	
29020	Hatch Tender	28.57	
29030	Line Handler	28.57	
29041	Stevedore I	27.16	
29042	Stevedore II	29.87	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	27.84	
30051	Cryogenic Technician I	30.79	
30052	Cryogenic Technician II	34.00	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.96	
30082	Engineering Technician II	20.17	
30083	Engineering Technician III	22.55	

30084	Engineering Technician IV	27.94
30085	Engineering Technician V	34.18
30086	Engineering Technician VI	41.36
30090	Environmental Technician	29.41
30095	Evidence Control Specialist	26.43
30210	Laboratory Technician	25.29
30221	Latent Fingerprint Technician I	30.79
30222	Latent Fingerprint Technician II	34.00
30240	Mathematical Technician	29.20
30361	Paralegal/Legal Assistant I	23.73
30362	Paralegal/Legal Assistant II	29.40
30363	Paralegal/Legal Assistant III	35.97
30364	Paralegal/Legal Assistant IV	43.51
30375	Petroleum Supply Specialist	32.34
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	32.34
30461	Technical Writer I	29.93
30462	Technical Writer II	36.61
30463	Technical Writer III	44.30
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	19.28	
31030	Bus Driver	25.60	
31043	Driver Courier	17.37	
31260	Parking and Lot Attendant	14.93	***
31290	Shuttle Bus Driver	20.48	
31310	Taxi Driver	18.85	
31361	Truckdriver, Light	18.62	
31362	Truckdriver, Medium	19.89	
31363	Truckdriver, Heavy	26.94	
31364	Truckdriver, Tractor-Trailer	26.94	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.61	***
99050	Desk Clerk	15.53	***
99095	Embalmer	36.23	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	20.31	
99252	Laboratory Animal Caretaker II	21.77	
99260	Marketing Analyst	29.56	
99310	Mortician	36.23	
99410	Pest Controller	24.71	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	25.46	
99711	Recycling Specialist	30.04	
99730	Refuse Collector	23.12	
99810	Sales Clerk	15.15	***
99820	School Crossing Guard	16.90	
99830	Survey Party Chief	30.81	
99831	Surveying Aide	21.91	
99832	Surveying Technician	28.01	
99840	Vending Machine Attendant	21.96	
99841	Vending Machine Repairer	26.01	
99842	Vending Machine Repairer Helper	21.96	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4047

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

WORCESTER COUNTY - Berlin, Bolton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	

01035	Court Reporter	27.78
01041	Customer Service Representative I	18.33
01042	Customer Service Representative II	20.00
01043	Customer Service Representative III	22.44
01051	Data Entry Operator I	17.37
01052	Data Entry Operator II	18.95
01060	Dispatcher, Motor Vehicle	23.23
01070	Document Preparation Clerk	19.17
01090	Duplicating Machine Operator	19.17
01111	General Clerk I	17.68
01112	General Clerk II	19.29
01113	General Clerk III	21.67
01120	Housing Referral Assistant	25.80
01141	Messenger Courier	18.09
01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.20
01532	Travel Clerk II	21.85
01533	Travel Clerk III	23.55
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.60	
05040	Automotive Glass Installer	21.60	
05070	Automotive Worker	21.60	
05110	Mobile Equipment Servicer	19.58	
05130	Motor Equipment Metal Mechanic	23.59	
05160	Motor Equipment Metal Worker	21.60	
05190	Motor Vehicle Mechanic	23.59	
05220	Motor Vehicle Mechanic Helper	18.40	
05250	Motor Vehicle Upholstery Worker	20.59	
05280	Motor Vehicle Wrecker	21.60	
05310	Painter, Automotive	22.60	
05340	Radiator Repair Specialist	21.60	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.59	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	17.49	
09080	Furniture Refinisher	22.97	

09090	Furniture Refinisher Helper	18.55
09110	Furniture Repairer, Minor	20.88
09130	Upholsterer	23.12

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	15.52	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	17.28	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	
11330	Trail Maintenance Worker	18.84	
11360	Window Cleaner	19.70	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.41	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	47.23	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	20.41	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	25.23	
12190	Medical Record Technician	28.47	
12195	Medical Transcriptionist	23.14	
12210	Nuclear Medicine Technologist	40.69	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	30.02	
12236	Optical Technician	19.63	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	

13062	Media Specialist II	27.06
13063	Media Specialist III	30.17
13071	Photographer I	19.21
13072	Photographer II	21.48
13073	Photographer III	26.61
13074	Photographer IV	32.55
13075	Photographer V	39.39
13090	Technical Order Library Clerk	22.75
13110	Video Teleconference Technician	29.63

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	
14044	Computer Operator IV	33.06	
14045	Computer Operator V	36.61	
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	23.85	
14160	Personal Computer Support Technician	33.06	
14170	System Support Specialist	43.21	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	51.80	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	51.80	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.74	
19040	Tool And Die Maker	30.09	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.53	

21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	17.06	
21080	Production Line Worker (Food Processing)	19.53	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.53	
21410	Warehouse Specialist	19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.24	
23019	Aircraft Logs and Records Technician	32.10	
23021	Aircraft Mechanic I	36.76	
23022	Aircraft Mechanic II	38.24	
23023	Aircraft Mechanic III	39.77	
23040	Aircraft Mechanic Helper	28.68	
23050	Aircraft, Painter	35.21	
23060	Aircraft Servicer	32.10	
23070	Aircraft Survival Flight Equipment Technician	35.21	
23080	Aircraft Worker	33.67	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76	
23110	Appliance Mechanic	24.93	
23120	Bicycle Repairer	17.99	
23125	Cable Splicer	47.52	
23130	Carpenter, Maintenance	30.65	
23140	Carpet Layer	35.29	
23160	Electrician, Maintenance	36.73	
23181	Electronics Technician Maintenance I	29.92	
23182	Electronics Technician Maintenance II	31.31	
23183	Electronics Technician Maintenance III	32.68	
23260	Fabric Worker	30.06	
23290	Fire Alarm System Mechanic	35.08	
23310	Fire Extinguisher Repairer	28.57	
23311	Fuel Distribution System Mechanic	39.95	
23312	Fuel Distribution System Operator	33.15	
23370	General Maintenance Worker	24.52	
23380	Ground Support Equipment Mechanic	36.76	
23381	Ground Support Equipment Servicer	32.10	
23382	Ground Support Equipment Worker	33.67	
23391	Gunsmith I	28.57	
23392	Gunsmith II	31.53	
23393	Gunsmith III	34.43	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18	
23430	Heavy Equipment Mechanic	34.21	
23440	Heavy Equipment Operator	34.81	
23460	Instrument Mechanic	29.98	
23465	Laboratory/Shelter Mechanic	32.98	
23470	Laborer	18.05	
23510	Locksmith	29.07	
23530	Machinery Maintenance Mechanic	30.13	
23550	Machinist, Maintenance	28.39	
23580	Maintenance Trades Helper	19.59	
23591	Metrology Technician I	29.98	
23592	Metrology Technician II	31.19	
23593	Metrology Technician III	32.44	
23640	Millwright	30.81	
23710	Office Appliance Repairer	25.51	
23760	Painter, Maintenance	26.92	
23790	Pipefitter, Maintenance	37.82	
23810	Plumber, Maintenance	36.23	
23820	Pneudraulic Systems Mechanic	34.43	
23850	Rigger	30.61	
23870	Scale Mechanic	31.53	

23890	Sheet-Metal Worker, Maintenance	34.06	
23910	Small Engine Mechanic	23.18	
23931	Telecommunications Mechanic I	37.51	
23932	Telecommunications Mechanic II	39.56	
23950	Telephone Lineman	47.72	
23960	Welder, Combination, Maintenance	26.68	
23965	Well Driller	31.52	
23970	Woodcraft Worker	34.43	
23980	Woodworker	28.57	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	

30021	Archeological Technician I	21.07
30022	Archeological Technician II	23.57
30023	Archeological Technician III	29.20
30030	Cartographic Technician	29.20
30040	Civil Engineering Technician	29.49
30051	Cryogenic Technician I	30.26
30052	Cryogenic Technician II	33.43
30061	Drafter/CAD Operator I	21.07
30062	Drafter/CAD Operator II	23.57
30063	Drafter/CAD Operator III	26.27
30064	Drafter/CAD Operator IV	32.34
30081	Engineering Technician I	17.29
30082	Engineering Technician II	19.42
30083	Engineering Technician III	21.74
30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.69
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	37.06
30222	Latent Fingerprint Technician II	40.94
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.44
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.53	
31030	Bus Driver	26.70	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	25.42	
31364	Truckdriver, Tractor-Trailer	25.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	40.21	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.09	
99252	Laboratory Animal Caretaker II	20.31	
99260	Marketing Analyst	36.92	
99310	Mortician	40.21	

99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	15.89	***
99841	Vending Machine Repairer	18.68	
99842	Vending Machine Repairer Helper	15.89	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King

Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of

Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4049

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Andover, Boxford, Gloucester, Hamilton, Ipswich, Manchester By The Sea, Middleton, Newbury, Rockport, Rowley, Topsfield, Wenham

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	27.78	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	

01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.20
01532	Travel Clerk II	21.85
01533	Travel Clerk III	23.55
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.60	
05040	Automotive Glass Installer	21.60	
05070	Automotive Worker	21.60	
05110	Mobile Equipment Servicer	19.58	
05130	Motor Equipment Metal Mechanic	23.59	
05160	Motor Equipment Metal Worker	21.60	
05190	Motor Vehicle Mechanic	23.59	
05220	Motor Vehicle Mechanic Helper	18.40	
05250	Motor Vehicle Upholstery Worker	20.59	
05280	Motor Vehicle Wrecker	21.60	
05310	Painter, Automotive	22.60	
05340	Radiator Repair Specialist	21.60	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.59	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	16.61	
09080	Furniture Refinisher	23.12	
09090	Furniture Refinisher Helper	18.78	
09110	Furniture Repairer, Minor	20.94	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	15.52	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.95	
11260	Pruner	17.33	

11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.41	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	47.23	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	20.41	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	25.23	
12190	Medical Record Technician	28.47	
12195	Medical Transcriptionist	23.14	
12210	Nuclear Medicine Technologist	40.69	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	30.02	
12236	Optical Technician	19.63	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	

14043	Computer Operator III	29.74
14044	Computer Operator IV	33.06
14045	Computer Operator V	36.61
14071	Computer Programmer I	(see 1) 26.93
14072	Computer Programmer II	(see 1) nan
14073	Computer Programmer III	(see 1) nan
14074	Computer Programmer IV	(see 1) nan
14101	Computer Systems Analyst I	(see 1) nan
14102	Computer Systems Analyst II	(see 1) nan
14103	Computer Systems Analyst III	(see 1) nan
14150	Peripheral Equipment Operator	23.85
14160	Personal Computer Support Technician	33.06
14170	System Support Specialist	43.21

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	50.97	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	50.97	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.74	
19040	Tool And Die Maker	30.09	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.53	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	19.53	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.53	
21410	Warehouse Specialist	19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	38.24
23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	24.93
23120	Bicycle Repairer	17.99
23125	Cable Splicer	47.52
23130	Carpenter, Maintenance	30.65
23140	Carpet Layer	35.29
23160	Electrician, Maintenance	36.73
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.95
23312	Fuel Distribution System Operator	33.15
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	34.81
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	30.81
23710	Office Appliance Repairer	25.51
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	30.61
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	34.06
23910	Small Engine Mechanic	23.18
23931	Telecommunications Mechanic I	37.51
23932	Telecommunications Mechanic II	39.56
23950	Telephone Lineman	47.72
23960	Welder, Combination, Maintenance	26.68
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***

24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.49	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.23	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	

30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.85
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	37.06
30222	Latent Fingerprint Technician II	40.94
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.44
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.53	
31030	Bus Driver	26.70	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	25.42	
31364	Truckdriver, Tractor-Trailer	25.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	40.21	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.09	
99252	Laboratory Animal Caretaker II	20.31	
99260	Marketing Analyst	36.92	
99310	Mortician	40.21	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	15.89	***
99841	Vending Machine Repairer	18.68	
99842	Vending Machine Repairer Helper	15.89	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4051

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to Hanson town in Plymouth County

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	
01192	Order Clerk II	23.00	
01261	Personnel Assistant (Employment) I	18.70	

01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.65	
09040	Furniture Handler	19.24	
09080	Furniture Refinisher	22.97	
09090	Furniture Refinisher Helper	20.41	
09110	Furniture Repairer, Minor	22.97	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	15.32	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	
11330	Trail Maintenance Worker	18.84	

11360	Window Cleaner	19.70
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	47.98	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	22.76	
12190	Medical Record Technician	28.03	
12195	Medical Transcriptionist	22.28	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	27.16	
12236	Optical Technician	22.07	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	21.46	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.18	
13012	Exhibits Specialist II	29.96	
13013	Exhibits Specialist III	36.64	
13041	Illustrator I	24.72	
13042	Illustrator II	30.62	
13043	Illustrator III	37.46	
13047	Librarian	37.13	
13050	Library Aide/Clerk	19.07	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	20.71	
13072	Photographer II	23.17	
13073	Photographer III	28.70	
13074	Photographer IV	35.11	
13075	Photographer V	42.47	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	
14044	Computer Operator IV	33.06	

14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		43.21

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		51.80	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		37.69	
15070	Flight Instructor (Pilot)		51.80	
15080	Graphic Artist		34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.32	
15086	Maintenance Test Pilot, Rotary Wing		49.32	
15088	Non-Maintenance Test/Co-Pilot		49.32	
15090	Technical Instructor		30.03	
15095	Technical Instructor/Course Developer		36.73	
15110	Test Proctor		24.23	
15120	Tutor		24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.50	
19040	Tool And Die Maker		31.98	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.55	
21030	Material Coordinator		28.85	
21040	Material Expediter		28.85	
21050	Material Handling Laborer		18.05	
21071	Order Filler		17.06	
21080	Production Line Worker (Food Processing)		19.55	
21110	Shipping Packer		19.26	
21130	Shipping/Receiving Clerk		19.26	
21140	Store Worker I		15.38	***
21150	Stock Clerk		19.52	
21210	Tools And Parts Attendant		19.55	
21410	Warehouse Specialist		19.55	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.24	
23019	Aircraft Logs and Records Technician		32.10	

23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	27.50
23120	Bicycle Repairer	18.92
23125	Cable Splicer	47.52
23130	Carpenter, Maintenance	32.35
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.97
23182	Electronics Technician Maintenance II	31.34
23183	Electronics Technician Maintenance III	32.72
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.89
23312	Fuel Distribution System Operator	33.10
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	33.85
23440	Heavy Equipment Operator	38.46
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	21.55
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	29.76
23710	Office Appliance Repairer	27.50
23760	Painter, Maintenance	29.33
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	31.56
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.12
23910	Small Engine Mechanic	26.30
23931	Telecommunications Mechanic I	36.99
23932	Telecommunications Mechanic II	39.02
23950	Telephone Lineman	47.72
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	

24620	Family Readiness And Support Services Coordinator	17.84
24630	Homemaker	19.55

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	
30084	Engineering Technician IV	26.93	
30085	Engineering Technician V	32.93	

30086	Engineering Technician VI	39.69
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	35.73
30222	Latent Fingerprint Technician II	39.47
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.44
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.53	
31030	Bus Driver	26.70	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	15.49	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.67	
99252	Laboratory Animal Caretaker II	19.87	
99260	Marketing Analyst	36.72	
99310	Mortician	39.85	
99410	Pest Controller	22.40	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4053

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in the following counties:

BRISTOL COUNTY: Easton

NORFOLK COUNTY: Avon

PLYMOUTH COUNTY: Bridgewater, Brockton, East Bridgewater, West Bridgewater, Whitman

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	

01120	Housing Referral Assistant	25.80
01141	Messenger Courier	18.09
01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	14.73	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	17.29	
09080	Furniture Refinisher	22.97	
09090	Furniture Refinisher Helper	20.41	
09110	Furniture Repairer, Minor	22.97	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	15.32	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	

11210	Laborer, Grounds Maintenance	18.84
11240	Maid or Houseman	16.64
11260	Pruner	17.33
11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	47.98	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	22.76	
12190	Medical Record Technician	28.03	
12195	Medical Transcriptionist	22.28	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	27.16	
12236	Optical Technician	22.07	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	21.46	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.18	
13012	Exhibits Specialist II	29.96	
13013	Exhibits Specialist III	36.64	
13041	Illustrator I	24.72	
13042	Illustrator II	30.62	
13043	Illustrator III	37.46	
13047	Librarian	37.13	
13050	Library Aide/Clerk	19.07	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	20.71	
13072	Photographer II	23.17	
13073	Photographer III	28.70	
13074	Photographer IV	35.11	
13075	Photographer V	42.47	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	
14044	Computer Operator IV	33.06	
14045	Computer Operator V	36.61	
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	23.85	
14160	Personal Computer Support Technician	33.06	
14170	System Support Specialist	43.21	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	49.32	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	49.32	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.50	
19040	Tool And Die Maker	31.98	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.55	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	19.55	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.55	
21410	Warehouse Specialist	19.55	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.24	
23019	Aircraft Logs and Records Technician	32.10	
23021	Aircraft Mechanic I	36.76	
23022	Aircraft Mechanic II	38.24	
23023	Aircraft Mechanic III	39.77	
23040	Aircraft Mechanic Helper	28.68	
23050	Aircraft, Painter	35.21	
23060	Aircraft Servicer	32.10	
23070	Aircraft Survival Flight Equipment Technician	35.21	
23080	Aircraft Worker	33.67	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76	
23110	Appliance Mechanic	27.50	
23120	Bicycle Repairer	18.79	
23125	Cable Splicer	47.52	
23130	Carpenter, Maintenance	32.35	
23140	Carpet Layer	33.87	
23160	Electrician, Maintenance	36.50	
23181	Electronics Technician Maintenance I	29.97	
23182	Electronics Technician Maintenance II	31.34	
23183	Electronics Technician Maintenance III	32.72	
23260	Fabric Worker	30.06	
23290	Fire Alarm System Mechanic	35.08	
23310	Fire Extinguisher Repairer	28.57	
23311	Fuel Distribution System Mechanic	39.89	
23312	Fuel Distribution System Operator	33.10	
23370	General Maintenance Worker	24.52	
23380	Ground Support Equipment Mechanic	36.76	
23381	Ground Support Equipment Servicer	32.10	
23382	Ground Support Equipment Worker	33.67	
23391	Gunsmith I	28.57	
23392	Gunsmith II	31.53	
23393	Gunsmith III	34.43	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18	
23430	Heavy Equipment Mechanic	33.85	
23440	Heavy Equipment Operator	38.46	
23460	Instrument Mechanic	29.98	
23465	Laboratory/Shelter Mechanic	32.98	
23470	Laborer	18.05	
23510	Locksmith	29.07	
23530	Machinery Maintenance Mechanic	30.13	
23550	Machinist, Maintenance	28.39	
23580	Maintenance Trades Helper	21.55	
23591	Metrology Technician I	29.98	
23592	Metrology Technician II	31.19	
23593	Metrology Technician III	32.44	
23640	Millwright	29.76	
23710	Office Appliance Repairer	27.50	
23760	Painter, Maintenance	29.33	
23790	Pipefitter, Maintenance	37.82	
23810	Plumber, Maintenance	36.23	
23820	Pneudraulic Systems Mechanic	34.43	
23850	Rigger	31.56	
23870	Scale Mechanic	31.53	
23890	Sheet-Metal Worker, Maintenance	32.12	
23910	Small Engine Mechanic	26.30	
23931	Telecommunications Mechanic I	36.99	
23932	Telecommunications Mechanic II	39.02	
23950	Telephone Lineman	47.72	
23960	Welder, Combination, Maintenance	26.04	
23965	Well Driller	31.52	
23970	Woodcraft Worker	34.43	
23980	Woodworker	28.57	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	

30082	Engineering Technician II	19.42
30083	Engineering Technician III	21.74
30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.69
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	35.73
30222	Latent Fingerprint Technician II	39.47
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.13
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.53	
31030	Bus Driver	26.70	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	15.20	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.67	
99252	Laboratory Animal Caretaker II	19.87	
99260	Marketing Analyst	36.72	
99310	Mortician	39.85	
99410	Pest Controller	22.40	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	22.57	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4055

States/Territories. : Massachusetts

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:

MIDDLESEX COUNTY: Ashland, Framingham, Holliston, Hopkinton, Hudson,

Marlborough, Natick, Sudbury

WORCESTER COUNTY: Hopedale, Mendon, Milford, Southborough

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	

01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.20
01532	Travel Clerk II	21.85
01533	Travel Clerk III	23.55
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.78	
05010	Automotive Electrician	22.37	
05040	Automotive Glass Installer	21.40	
05070	Automotive Worker	21.40	
05110	Mobile Equipment Servicer	19.38	
05130	Motor Equipment Metal Mechanic	23.35	
05160	Motor Equipment Metal Worker	21.40	
05190	Motor Vehicle Mechanic	23.35	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.40	
05310	Painter, Automotive	22.37	
05340	Radiator Repair Specialist	21.40	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.35	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.08	***
09080	Furniture Refinisher	21.52	
09090	Furniture Refinisher Helper	17.52	
09110	Furniture Repairer, Minor	19.61	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	

11260	Pruner	17.33
11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.07	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.87	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	24.07	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	25.23	
12190	Medical Record Technician	28.47	
12195	Medical Transcriptionist	21.41	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	25.99	
12236	Optical Technician	20.54	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.98	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.35	
13012	Exhibits Specialist II	27.69	
13013	Exhibits Specialist III	33.87	
13041	Illustrator I	24.59	
13042	Illustrator II	30.46	
13043	Illustrator III	37.26	
13047	Librarian	37.13	
13050	Library Aide/Clerk	19.29	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.47	
13072	Photographer II	21.78	
13073	Photographer III	26.98	
13074	Photographer IV	33.00	
13075	Photographer V	39.93	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	

14042	Computer Operator II		26.69
14043	Computer Operator III		29.74
14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		43.21

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		51.80	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		37.69	
15070	Flight Instructor (Pilot)		51.80	
15080	Graphic Artist		34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.32	
15086	Maintenance Test Pilot, Rotary Wing		49.32	
15088	Non-Maintenance Test/Co-Pilot		49.32	
15090	Technical Instructor		33.77	
15095	Technical Instructor/Course Developer		41.28	
15110	Test Proctor		27.25	
15120	Tutor		27.25	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.49	
19040	Tool And Die Maker		32.45	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.53	
21030	Material Coordinator		28.85	
21040	Material Expediter		28.85	
21050	Material Handling Laborer		18.05	
21071	Order Filler		17.06	
21080	Production Line Worker (Food Processing)		19.53	
21110	Shipping Packer		19.26	
21130	Shipping/Receiving Clerk		19.26	
21140	Store Worker I		15.38	***
21150	Stock Clerk		19.52	
21210	Tools And Parts Attendant		19.53	
21410	Warehouse Specialist		19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	38.24
23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	28.01
23120	Bicycle Repairer	18.92
23125	Cable Splicer	47.52
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.95
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.95
23312	Fuel Distribution System Operator	33.15
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	33.25
23460	Instrument Mechanic	30.60
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.32
23530	Machinery Maintenance Mechanic	31.66
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	23.68
23591	Metrology Technician I	30.60
23592	Metrology Technician II	32.76
23593	Metrology Technician III	33.10
23640	Millwright	30.60
23710	Office Appliance Repairer	24.24
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	33.66
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	34.02
23910	Small Engine Mechanic	28.05
23931	Telecommunications Mechanic I	37.51
23932	Telecommunications Mechanic II	39.02
23950	Telephone Lineman	44.80
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***

24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	22.88	
30022	Archeological Technician II	25.60	
30023	Archeological Technician III	31.71	
30030	Cartographic Technician	31.71	
30040	Civil Engineering Technician	29.49	
30051	Cryogenic Technician I	35.11	
30052	Cryogenic Technician II	38.79	
30061	Drafter/CAD Operator I	22.88	
30062	Drafter/CAD Operator II	25.60	
30063	Drafter/CAD Operator III	28.54	
30064	Drafter/CAD Operator IV	35.11	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	

30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.69
30090	Environmental Technician	31.34
30095	Evidence Control Specialist	31.71
30210	Laboratory Technician	28.31
30221	Latent Fingerprint Technician I	38.36
30222	Latent Fingerprint Technician II	42.38
30240	Mathematical Technician	38.37
30361	Paralegal/Legal Assistant I	20.44
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	38.79
30390	Photo-Optics Technician	31.71
30395	Radiation Control Technician	38.79
30461	Technical Writer I	32.18
30462	Technical Writer II	39.36
30463	Technical Writer III	47.61
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	35.11
30502	Weather Forecaster II	42.71
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 28.54
30621	Weather Observer, Senior	(see 2) 31.71

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.70	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.67	
99252	Laboratory Animal Caretaker II	19.87	
99260	Marketing Analyst	41.20	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4061

States/Territories. : Massachusetts

Revision No. : 25

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in WORCESTER COUNTY: Ashburnham, Fitchburg, Gardner, Leominster, Lunenburg, Phillipston, Royalston, Templeton, Westminster, Winchendon

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.93	
01012	Accounting Clerk II	20.12	
01013	Accounting Clerk III	22.51	
01020	Administrative Assistant	30.25	
01035	Court Reporter	20.51	
01041	Customer Service Representative I	15.21	***
01042	Customer Service Representative II	16.60	
01043	Customer Service Representative III	18.65	
01051	Data Entry Operator I	14.96	***
01052	Data Entry Operator II	16.33	
01060	Dispatcher, Motor Vehicle	23.94	
01070	Document Preparation Clerk	16.33	
01090	Duplicating Machine Operator	16.33	
01111	General Clerk I	15.23	***
01112	General Clerk II	16.62	
01113	General Clerk III	18.66	
01120	Housing Referral Assistant	22.87	
01141	Messenger Courier	13.31	***
01191	Order Clerk I	15.42	***
01192	Order Clerk II	16.89	

01261	Personnel Assistant (Employment) I	18.33	
01262	Personnel Assistant (Employment) II	20.51	
01263	Personnel Assistant (Employment) III	22.87	
01270	Production Control Clerk	23.27	
01290	Rental Clerk	20.93	
01300	Scheduler, Maintenance	18.33	
01311	Secretary I	18.33	
01312	Secretary II	20.51	
01313	Secretary III	22.87	
01320	Service Order Dispatcher	21.39	
01410	Supply Technician	30.25	
01420	Survey Worker	19.86	
01460	Switchboard Operator/Receptionist	17.09	
01531	Travel Clerk I	14.96	***
01532	Travel Clerk II	16.11	***
01533	Travel Clerk III	17.32	
01611	Word Processor I	16.33	
01612	Word Processor II	18.33	
01613	Word Processor III	20.51	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.85	
05010	Automotive Electrician	20.72	
05040	Automotive Glass Installer	19.94	
05070	Automotive Worker	19.94	
05110	Mobile Equipment Servicer	18.14	
05130	Motor Equipment Metal Mechanic	21.55	
05160	Motor Equipment Metal Worker	19.94	
05190	Motor Vehicle Mechanic	21.55	
05220	Motor Vehicle Mechanic Helper	16.98	
05250	Motor Vehicle Upholstery Worker	19.17	
05280	Motor Vehicle Wrecker	19.94	
05310	Painter, Automotive	20.72	
05340	Radiator Repair Specialist	19.94	
05370	Tire Repairer	18.14	
05400	Transmission Repair Specialist	21.55	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.51	
07041	Cook I	18.21	
07042	Cook II	20.02	
07070	Dishwasher	14.28	***
07130	Food Service Worker	14.99	***
07210	Meat Cutter	22.81	
07260	Waiter/Waitress	14.49	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.83	
09040	Furniture Handler	13.59	***
09080	Furniture Refinisher	18.96	
09090	Furniture Refinisher Helper	15.75	***
09110	Furniture Repairer, Minor	17.27	
09130	Upholsterer	19.83	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.37	***
11060	Elevator Operator	15.81	***
11090	Gardener	21.65	
11122	Housekeeping Aide	16.59	
11150	Janitor	16.59	
11210	Laborer, Grounds Maintenance	17.52	
11240	Maid or Houseman	14.56	***
11260	Pruner	16.15	***
11270	Tractor Operator	20.27	

11330	Trail Maintenance Worker	17.52
11360	Window Cleaner	18.00

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.19	
12011	Breath Alcohol Technician	25.38	
12012	Certified Occupational Therapist Assistant	34.56	
12015	Certified Physical Therapist Assistant	34.56	
12020	Dental Assistant	23.45	
12025	Dental Hygienist	41.92	
12030	EKG Technician	38.46	
12035	Electroneurodiagnostic Technologist	38.46	
12040	Emergency Medical Technician	25.19	
12071	Licensed Practical Nurse I	22.70	
12072	Licensed Practical Nurse II	25.38	
12073	Licensed Practical Nurse III	28.29	
12100	Medical Assistant	18.38	
12130	Medical Laboratory Technician	26.22	
12160	Medical Record Clerk	20.07	
12190	Medical Record Technician	24.66	
12195	Medical Transcriptionist	22.70	
12210	Nuclear Medicine Technologist	55.78	
12221	Nursing Assistant I	13.99	***
12222	Nursing Assistant II	15.73	***
12223	Nursing Assistant III	17.16	
12224	Nursing Assistant IV	19.26	
12235	Optical Dispenser	28.72	
12236	Optical Technician	22.70	
12250	Pharmacy Technician	17.32	
12280	Phlebotomist	19.26	
12305	Radiologic Technologist	38.46	
12311	Registered Nurse I	29.56	
12312	Registered Nurse II	36.16	
12313	Registered Nurse II, Specialist	36.16	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.44	
12317	Scheduler (Drug and Alcohol Testing)	31.44	
12320	Substance Abuse Treatment Counselor	30.34	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.75	
13012	Exhibits Specialist II	28.19	
13013	Exhibits Specialist III	34.48	
13041	Illustrator I	22.75	
13042	Illustrator II	28.19	
13043	Illustrator III	34.48	
13047	Librarian	31.21	
13050	Library Aide/Clerk	17.24	
13054	Library Information Technology Systems Administrator	28.19	
13058	Library Technician	22.11	
13061	Media Specialist I	20.32	
13062	Media Specialist II	22.57	
13063	Media Specialist III	25.15	
13071	Photographer I	20.04	
13072	Photographer II	22.75	
13073	Photographer III	28.19	
13074	Photographer IV	34.48	
13075	Photographer V	42.03	
13090	Technical Order Library Clerk	21.64	
13110	Video Teleconference Technician	20.49	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.13	***
14042	Computer Operator II	18.66	
14043	Computer Operator III	20.45	

14044	Computer Operator IV		23.38
14045	Computer Operator V		25.89
14071	Computer Programmer I	(see 1)	24.86
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.13 ***
14160	Personal Computer Support Technician		23.38
14170	System Support Specialist		25.89

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		32.05	
15020	Aircrew Training Devices Instructor (Rated)		38.79	
15030	Air Crew Training Devices Instructor (Pilot)		46.48	
15050	Computer Based Training Specialist / Instructor		32.05	
15060	Educational Technologist		40.58	
15070	Flight Instructor (Pilot)		46.48	
15080	Graphic Artist		27.99	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		46.48	
15086	Maintenance Test Pilot, Rotary Wing		46.48	
15088	Non-Maintenance Test/Co-Pilot		46.48	
15090	Technical Instructor		28.37	
15095	Technical Instructor/Course Developer		34.71	
15110	Test Proctor		22.91	
15120	Tutor		22.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		20.59	
19040	Tool And Die Maker		23.72	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.99	
21030	Material Coordinator		23.27	
21040	Material Expediter		23.27	
21050	Material Handling Laborer		15.00	***
21071	Order Filler		14.94	***
21080	Production Line Worker (Food Processing)		18.99	
21110	Shipping Packer		17.74	
21130	Shipping/Receiving Clerk		17.74	
21140	Store Worker I		14.91	***
21150	Stock Clerk		19.05	
21210	Tools And Parts Attendant		18.99	
21410	Warehouse Specialist		18.99	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.69	

23019	Aircraft Logs and Records Technician	26.35	
23021	Aircraft Mechanic I	29.62	
23022	Aircraft Mechanic II	30.69	
23023	Aircraft Mechanic III	31.77	
23040	Aircraft Mechanic Helper	23.34	
23050	Aircraft, Painter	28.48	
23060	Aircraft Servicer	26.35	
23070	Aircraft Survival Flight Equipment Technician	28.48	
23080	Aircraft Worker	27.41	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.41	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.62	
23110	Appliance Mechanic	28.48	
23120	Bicycle Repairer	24.14	
23125	Cable Splicer	39.55	
23130	Carpenter, Maintenance	26.24	
23140	Carpet Layer	27.41	
23160	Electrician, Maintenance	33.62	
23181	Electronics Technician Maintenance I	27.41	
23182	Electronics Technician Maintenance II	28.48	
23183	Electronics Technician Maintenance III	29.62	
23260	Fabric Worker	26.35	
23290	Fire Alarm System Mechanic	29.62	
23310	Fire Extinguisher Repairer	24.93	
23311	Fuel Distribution System Mechanic	29.62	
23312	Fuel Distribution System Operator	24.93	
23370	General Maintenance Worker	22.40	
23380	Ground Support Equipment Mechanic	29.62	
23381	Ground Support Equipment Servicer	26.35	
23382	Ground Support Equipment Worker	27.41	
23391	Gunsmith I	24.93	
23392	Gunsmith II	27.41	
23393	Gunsmith III	29.62	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.53	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.56	
23430	Heavy Equipment Mechanic	29.62	
23440	Heavy Equipment Operator	28.50	
23460	Instrument Mechanic	29.62	
23465	Laboratory/Shelter Mechanic	28.48	
23470	Laborer	15.00	***
23510	Locksmith	28.48	
23530	Machinery Maintenance Mechanic	27.28	
23550	Machinist, Maintenance	24.86	
23580	Maintenance Trades Helper	23.34	
23591	Metrology Technician I	29.62	
23592	Metrology Technician II	30.69	
23593	Metrology Technician III	31.77	
23640	Millwright	29.62	
23710	Office Appliance Repairer	27.74	
23760	Painter, Maintenance	20.48	
23790	Pipefitter, Maintenance	34.92	
23810	Plumber, Maintenance	33.34	
23820	Pneudraulic Systems Mechanic	29.62	
23850	Rigger	29.62	
23870	Scale Mechanic	27.41	
23890	Sheet-Metal Worker, Maintenance	29.62	
23910	Small Engine Mechanic	27.41	
23931	Telecommunications Mechanic I	29.62	
23932	Telecommunications Mechanic II	30.69	
23950	Telephone Lineman	29.62	
23960	Welder, Combination, Maintenance	26.99	
23965	Well Driller	29.62	
23970	Woodcraft Worker	29.62	
23980	Woodworker	24.93	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.94	
24570	Child Care Attendant	14.80	***
24580	Child Care Center Clerk	18.45	

24610	Chore Aide	16.65	
24620	Family Readiness And Support Services Coordinator	16.94	
24630	Homemaker	18.54	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.62	
25040	Sewage Plant Operator	27.87	
25070	Stationary Engineer	29.62	
25190	Ventilation Equipment Tender	22.85	
25210	Water Treatment Plant Operator	27.87	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.14	
27007	Baggage Inspector	15.14	***
27008	Corrections Officer	29.24	
27010	Court Security Officer	29.03	
27030	Detection Dog Handler	18.61	
27040	Detention Officer	29.24	
27070	Firefighter	27.98	
27101	Guard I	15.14	***
27102	Guard II	18.61	
27131	Police Officer I	29.03	
27132	Police Officer II	31.65	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.82	***
28042	Carnival Equipment Repairer	12.68	***
28043	Carnival Worker	11.58	***
28210	Gate Attendant/Gate Tender	17.56	
28310	Lifeguard	14.49	***
28350	Park Attendant (Aide)	19.64	
28510	Recreation Aide/Health Facility Attendant	14.34	***
28515	Recreation Specialist	24.47	
28630	Sports Official	15.65	***
28690	Swimming Pool Operator	20.24	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.41	
29020	Hatch Tender	27.41	
29030	Line Handler	27.41	
29041	Stevedore I	26.35	
29042	Stevedore II	28.48	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	17.24	
30022	Archeological Technician II	18.98	
30023	Archeological Technician III	23.51	
30030	Cartographic Technician	23.51	
30040	Civil Engineering Technician	23.51	
30051	Cryogenic Technician I	25.26	
30052	Cryogenic Technician II	27.91	
30061	Drafter/CAD Operator I	16.92	
30062	Drafter/CAD Operator II	18.98	
30063	Drafter/CAD Operator III	20.75	
30064	Drafter/CAD Operator IV	25.54	
30081	Engineering Technician I	14.67	***
30082	Engineering Technician II	16.92	
30083	Engineering Technician III	18.98	
30084	Engineering Technician IV	23.51	

30085	Engineering Technician V	28.77
30086	Engineering Technician VI	34.25
30090	Environmental Technician	23.51
30095	Evidence Control Specialist	23.10
30210	Laboratory Technician	22.33
30221	Latent Fingerprint Technician I	25.26
30222	Latent Fingerprint Technician II	27.91
30240	Mathematical Technician	23.51
30361	Paralegal/Legal Assistant I	21.90
30362	Paralegal/Legal Assistant II	27.13
30363	Paralegal/Legal Assistant III	33.19
30364	Paralegal/Legal Assistant IV	40.14
30375	Petroleum Supply Specialist	28.26
30390	Photo-Optics Technician	23.51
30395	Radiation Control Technician	28.26
30461	Technical Writer I	23.51
30462	Technical Writer II	28.77
30463	Technical Writer III	34.25
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	25.54
30502	Weather Forecaster II	30.73
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.75
30621	Weather Observer, Senior	(see 2) 23.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	16.62	
31030	Bus Driver	22.49	
31043	Driver Courier	16.64	
31260	Parking and Lot Attendant	15.32	***
31290	Shuttle Bus Driver	18.30	
31310	Taxi Driver	18.29	
31361	Truckdriver, Light	17.77	
31362	Truckdriver, Medium	18.78	
31363	Truckdriver, Heavy	23.39	
31364	Truckdriver, Tractor-Trailer	23.39	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	13.99	***
99050	Desk Clerk	15.75	***
99095	Embalmer	29.67	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	16.68	
99252	Laboratory Animal Caretaker II	17.81	
99260	Marketing Analyst	28.72	
99310	Mortician	29.67	
99410	Pest Controller	23.09	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	21.83	
99711	Recycling Specialist	25.26	
99730	Refuse Collector	20.12	
99810	Sales Clerk	14.19	***
99820	School Crossing Guard	16.30	
99830	Survey Party Chief	21.60	
99831	Surveying Aide	14.15	***
99832	Surveying Technician	19.38	
99840	Vending Machine Attendant	20.46	
99841	Vending Machine Repairer	24.02	
99842	Vending Machine Repairer Helper	20.46	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4063

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:

BRISTOL COUNTY: Acushnet, Dartmouth, Fairhaven, New Bedford

PLYMOUTH COUNTY: Mattapoisett

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.39	
01012	Accounting Clerk II	19.54	
01013	Accounting Clerk III	21.85	
01020	Administrative Assistant	28.75	
01035	Court Reporter	20.86	
01041	Customer Service Representative I	14.94	***
01042	Customer Service Representative II	16.79	
01043	Customer Service Representative III	18.32	
01051	Data Entry Operator I	21.03	
01052	Data Entry Operator II	22.94	
01060	Dispatcher, Motor Vehicle	22.44	
01070	Document Preparation Clerk	17.10	
01090	Duplicating Machine Operator	17.10	
01111	General Clerk I	15.24	***
01112	General Clerk II	16.63	
01113	General Clerk III	18.67	
01120	Housing Referral Assistant	23.44	
01141	Messenger Courier	16.13	***
01191	Order Clerk I	17.16	

01192	Order Clerk II	18.73	
01261	Personnel Assistant (Employment) I	19.25	
01262	Personnel Assistant (Employment) II	21.54	
01263	Personnel Assistant (Employment) III	24.01	
01270	Production Control Clerk	26.17	
01290	Rental Clerk	17.32	
01300	Scheduler, Maintenance	18.80	
01311	Secretary I	18.80	
01312	Secretary II	21.03	
01313	Secretary III	23.44	
01320	Service Order Dispatcher	20.06	
01410	Supply Technician	28.75	
01420	Survey Worker	19.66	
01460	Switchboard Operator/Receptionist	17.19	
01531	Travel Clerk I	15.02	***
01532	Travel Clerk II	15.65	***
01533	Travel Clerk III	16.28	
01611	Word Processor I	16.11	***
01612	Word Processor II	18.80	
01613	Word Processor III	21.03	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.65	
05010	Automotive Electrician	21.99	
05040	Automotive Glass Installer	21.02	
05070	Automotive Worker	21.02	
05110	Mobile Equipment Servicer	19.02	
05130	Motor Equipment Metal Mechanic	22.95	
05160	Motor Equipment Metal Worker	21.02	
05190	Motor Vehicle Mechanic	22.95	
05220	Motor Vehicle Mechanic Helper	17.94	
05250	Motor Vehicle Upholstery Worker	19.98	
05280	Motor Vehicle Wrecker	21.02	
05310	Painter, Automotive	21.99	
05340	Radiator Repair Specialist	21.02	
05370	Tire Repairer	17.36	
05400	Transmission Repair Specialist	22.95	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.60	
07041	Cook I	17.84	
07042	Cook II	19.45	
07070	Dishwasher	14.41	***
07130	Food Service Worker	14.68	***
07210	Meat Cutter	24.20	
07260	Waiter/Waitress	14.52	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.91	
09040	Furniture Handler	18.99	
09080	Furniture Refinisher	25.27	
09090	Furniture Refinisher Helper	22.26	
09110	Furniture Repairer, Minor	24.38	
09130	Upholsterer	25.82	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.65	***
11060	Elevator Operator	16.91	
11090	Gardener	21.70	
11122	Housekeeping Aide	16.91	
11150	Janitor	16.91	
11210	Laborer, Grounds Maintenance	17.63	
11240	Maid or Houseman	14.79	***
11260	Pruner	16.32	

11270	Tractor Operator	20.66
11330	Trail Maintenance Worker	17.63
11360	Window Cleaner	18.45

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.94	
12011	Breath Alcohol Technician	25.46	
12012	Certified Occupational Therapist Assistant	33.66	
12015	Certified Physical Therapist Assistant	33.02	
12020	Dental Assistant	22.64	
12025	Dental Hygienist	42.35	
12030	EKG Technician	37.80	
12035	Electroneurodiagnostic Technologist	37.80	
12040	Emergency Medical Technician	24.94	
12071	Licensed Practical Nurse I	22.76	
12072	Licensed Practical Nurse II	25.46	
12073	Licensed Practical Nurse III	28.38	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	24.54	
12160	Medical Record Clerk	24.13	
12190	Medical Record Technician	28.27	
12195	Medical Transcriptionist	22.76	
12210	Nuclear Medicine Technologist	55.96	
12221	Nursing Assistant I	14.09	***
12222	Nursing Assistant II	15.84	***
12223	Nursing Assistant III	17.28	
12224	Nursing Assistant IV	19.39	
12235	Optical Dispenser	27.71	
12236	Optical Technician	22.76	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.80	
12305	Radiologic Technologist	38.59	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	31.54	
12320	Substance Abuse Treatment Counselor	22.08	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	25.15	
13012	Exhibits Specialist II	31.16	
13013	Exhibits Specialist III	38.11	
13041	Illustrator I	25.15	
13042	Illustrator II	31.16	
13043	Illustrator III	38.11	
13047	Librarian	34.75	
13050	Library Aide/Clerk	18.56	
13054	Library Information Technology Systems Administrator	29.69	
13058	Library Technician	23.97	
13061	Media Specialist I	22.10	
13062	Media Specialist II	24.12	
13063	Media Specialist III	26.91	
13071	Photographer I	22.48	
13072	Photographer II	25.15	
13073	Photographer III	31.16	
13074	Photographer IV	38.11	
13075	Photographer V	46.11	
13090	Technical Order Library Clerk	21.24	
13110	Video Teleconference Technician	22.48	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	

14043	Computer Operator III	29.74
14044	Computer Operator IV	33.06
14045	Computer Operator V	36.61
14071	Computer Programmer I (see 1)	25.18
14072	Computer Programmer II (see 1)	nan
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	23.85
14160	Personal Computer Support Technician	33.06
14170	System Support Specialist	36.61

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	48.81	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	40.95	
15070	Flight Instructor (Pilot)	48.81	
15080	Graphic Artist	31.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.78	
15086	Maintenance Test Pilot, Rotary Wing	47.78	
15088	Non-Maintenance Test/Co-Pilot	47.78	
15090	Technical Instructor	26.66	
15095	Technical Instructor/Course Developer	32.62	
15110	Test Proctor	21.52	
15120	Tutor	21.52	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.98	
19040	Tool And Die Maker	31.41	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.26	
21030	Material Coordinator	26.17	
21040	Material Expediter	26.17	
21050	Material Handling Laborer	16.68	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	19.26	
21110	Shipping Packer	18.63	
21130	Shipping/Receiving Clerk	18.63	
21140	Store Worker I	15.29	***
21150	Stock Clerk	18.84	
21210	Tools And Parts Attendant	19.26	
21410	Warehouse Specialist	19.26	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	30.32
23019	Aircraft Logs and Records Technician	24.78
23021	Aircraft Mechanic I	28.22
23022	Aircraft Mechanic II	30.32
23023	Aircraft Mechanic III	30.61
23040	Aircraft Mechanic Helper	22.62
23050	Aircraft, Painter	26.98
23060	Aircraft Servicer	24.78
23070	Aircraft Survival Flight Equipment Technician	26.98
23080	Aircraft Worker	25.90
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.90
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.22
23110	Appliance Mechanic	26.98
23120	Bicycle Repairer	23.75
23125	Cable Splicer	30.77
23130	Carpenter, Maintenance	28.56
23140	Carpet Layer	26.29
23160	Electrician, Maintenance	33.27
23181	Electronics Technician Maintenance I	26.39
23182	Electronics Technician Maintenance II	27.59
23183	Electronics Technician Maintenance III	28.80
23260	Fabric Worker	24.78
23290	Fire Alarm System Mechanic	28.07
23310	Fire Extinguisher Repairer	23.75
23311	Fuel Distribution System Mechanic	28.28
23312	Fuel Distribution System Operator	23.75
23370	General Maintenance Worker	23.18
23380	Ground Support Equipment Mechanic	28.22
23381	Ground Support Equipment Servicer	24.78
23382	Ground Support Equipment Worker	25.90
23391	Gunsmith I	23.75
23392	Gunsmith II	25.90
23393	Gunsmith III	28.07
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.52
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.62
23430	Heavy Equipment Mechanic	28.07
23440	Heavy Equipment Operator	31.67
23460	Instrument Mechanic	28.07
23465	Laboratory/Shelter Mechanic	26.98
23470	Laborer	16.68
23510	Locksmith	26.98
23530	Machinery Maintenance Mechanic	25.30
23550	Machinist, Maintenance	29.87
23580	Maintenance Trades Helper	22.26
23591	Metrology Technician I	28.07
23592	Metrology Technician II	29.14
23593	Metrology Technician III	30.26
23640	Millwright	28.07
23710	Office Appliance Repairer	26.98
23760	Painter, Maintenance	24.24
23790	Pipefitter, Maintenance	36.28
23810	Plumber, Maintenance	34.81
23820	Pneudraulic Systems Mechanic	28.07
23850	Rigger	28.07
23870	Scale Mechanic	25.90
23890	Sheet-Metal Worker, Maintenance	28.07
23910	Small Engine Mechanic	25.90
23931	Telecommunications Mechanic I	35.48
23932	Telecommunications Mechanic II	36.83
23950	Telephone Lineman	28.74
23960	Welder, Combination, Maintenance	25.30
23965	Well Driller	28.07
23970	Woodcraft Worker	28.07
23980	Woodworker	23.75

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.89	
24570	Child Care Attendant	14.77	***

24580	Child Care Center Clerk	18.41	
24610	Chore Aide	16.81	
24620	Family Readiness And Support Services Coordinator	16.89	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.29	
25040	Sewage Plant Operator	28.15	
25070	Stationary Engineer	29.29	
25190	Ventilation Equipment Tender	23.15	
25210	Water Treatment Plant Operator	28.15	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.02	
27007	Baggage Inspector	16.67	
27008	Corrections Officer	28.78	
27010	Court Security Officer	28.78	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	28.78	
27070	Firefighter	28.78	
27101	Guard I	16.67	
27102	Guard II	18.95	
27131	Police Officer I	34.41	
27132	Police Officer II	38.25	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.33	
28042	Carnival Equipment Repairer	18.20	
28043	Carnival Worker	13.55	***
28210	Gate Attendant/Gate Tender	17.69	
28310	Lifeguard	15.71	***
28350	Park Attendant (Aide)	19.73	
28510	Recreation Aide/Health Facility Attendant	14.45	***
28515	Recreation Specialist	24.53	
28630	Sports Official	15.77	***
28690	Swimming Pool Operator	19.84	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.90	
29020	Hatch Tender	25.90	
29030	Line Handler	25.90	
29041	Stevedore I	24.78	
29042	Stevedore II	26.98	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	26.54	
30051	Cryogenic Technician I	25.59	
30052	Cryogenic Technician II	28.26	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	

30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.07
30090	Environmental Technician	29.41
30095	Evidence Control Specialist	23.10
30210	Laboratory Technician	23.40
30221	Latent Fingerprint Technician I	25.59
30222	Latent Fingerprint Technician II	28.26
30240	Mathematical Technician	29.20
30361	Paralegal/Legal Assistant I	22.51
30362	Paralegal/Legal Assistant II	27.89
30363	Paralegal/Legal Assistant III	34.12
30364	Paralegal/Legal Assistant IV	41.29
30375	Petroleum Supply Specialist	28.26
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	28.26
30461	Technical Writer I	26.44
30462	Technical Writer II	32.34
30463	Technical Writer III	39.13
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	15.51	***
31030	Bus Driver	21.30	
31043	Driver Courier	17.02	
31260	Parking and Lot Attendant	14.03	***
31290	Shuttle Bus Driver	19.47	
31310	Taxi Driver	15.68	***
31361	Truckdriver, Light	17.87	
31362	Truckdriver, Medium	18.70	
31363	Truckdriver, Heavy	23.59	
31364	Truckdriver, Tractor-Trailer	23.59	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.05	***
99050	Desk Clerk	16.85	
99095	Embalmer	36.23	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	20.32	
99252	Laboratory Animal Caretaker II	21.34	
99260	Marketing Analyst	33.57	
99310	Mortician	36.23	
99410	Pest Controller	22.26	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	23.58	
99711	Recycling Specialist	27.65	
99730	Refuse Collector	21.61	
99810	Sales Clerk	14.31	***
99820	School Crossing Guard	16.05	***
99830	Survey Party Chief	24.28	
99831	Surveying Aide	17.27	
99832	Surveying Technician	22.08	
99840	Vending Machine Attendant	20.32	
99841	Vending Machine Repairer	23.27	
99842	Vending Machine Repairer Helper	20.32	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4065

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in
ESSEX COUNTY: Lynn, Nahant, Saugus

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	
01192	Order Clerk II	23.00	

01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.64	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.22	
07041	Cook I	21.19	
07042	Cook II	23.40	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.65	
09040	Furniture Handler	19.24	
09080	Furniture Refinisher	22.97	
09090	Furniture Refinisher Helper	20.41	
09110	Furniture Repairer, Minor	22.97	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	

11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.89	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	22.58	
12190	Medical Record Technician	27.80	
12195	Medical Transcriptionist	22.46	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	28.67	
12236	Optical Technician	22.70	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	38.48	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	31.46	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.49	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	22.75	
13062	Media Specialist II	24.43	
13063	Media Specialist III	27.24	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	28.22	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	

14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		37.48

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		51.80	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		37.69	
15070	Flight Instructor (Pilot)		51.80	
15080	Graphic Artist		34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		51.80	
15086	Maintenance Test Pilot, Rotary Wing		51.80	
15088	Non-Maintenance Test/Co-Pilot		51.80	
15090	Technical Instructor		30.03	
15095	Technical Instructor/Course Developer		36.73	
15110	Test Proctor		24.23	
15120	Tutor		24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.99	
19040	Tool And Die Maker		32.55	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.70	
21030	Material Coordinator		28.85	
21040	Material Expediter		28.85	
21050	Material Handling Laborer		18.05	
21071	Order Filler		17.06	
21080	Production Line Worker (Food Processing)		21.70	
21110	Shipping Packer		19.26	
21130	Shipping/Receiving Clerk		19.26	
21140	Store Worker I		15.38	***
21150	Stock Clerk		19.52	
21210	Tools And Parts Attendant		21.70	
21410	Warehouse Specialist		21.70	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.24	

23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	27.99
23120	Bicycle Repairer	18.92
23125	Cable Splicer	45.06
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.89
23312	Fuel Distribution System Operator	33.10
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.38
23550	Machinist, Maintenance	29.21
23580	Maintenance Trades Helper	22.61
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.27
23593	Metrology Technician III	32.44
23640	Millwright	29.76
23710	Office Appliance Repairer	27.99
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	32.13
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.53
23910	Small Engine Mechanic	26.77
23931	Telecommunications Mechanic I	36.97
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	42.76
23960	Welder, Combination, Maintenance	30.38
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	

24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	23.71	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	
30084	Engineering Technician IV	26.93	

30085	Engineering Technician V		32.93
30086	Engineering Technician VI		39.69
30090	Environmental Technician		29.02
30095	Evidence Control Specialist		27.33
30210	Laboratory Technician		28.24
30221	Latent Fingerprint Technician I		34.06
30222	Latent Fingerprint Technician II		37.62
30240	Mathematical Technician		35.33
30361	Paralegal/Legal Assistant I		20.44
30362	Paralegal/Legal Assistant II		25.32
30363	Paralegal/Legal Assistant III		30.97
30364	Paralegal/Legal Assistant IV		37.46
30375	Petroleum Supply Specialist		33.43
30390	Photo-Optics Technician		29.20
30395	Radiation Control Technician		33.43
30461	Technical Writer I		31.57
30462	Technical Writer II		38.62
30463	Technical Writer III		46.74
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		32.34
30502	Weather Forecaster II		39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	26.27
30621	Weather Observer, Senior	(see 2)	29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	17.28	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	15.80	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.44	
99252	Laboratory Animal Caretaker II	20.85	
99260	Marketing Analyst	36.72	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4067

States/Territories. : Massachusetts

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in
ESSEX COUNTY: Beverly, Danvers, Peabody, Salem

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	
01192	Order Clerk II	23.00	

01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.20
01532	Travel Clerk II	21.85
01533	Travel Clerk III	23.55
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.96	
09040	Furniture Handler	18.27	
09080	Furniture Refinisher	23.12	
09090	Furniture Refinisher Helper	20.66	
09110	Furniture Repairer, Minor	23.03	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	

11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.37	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.87	
12030	EKG Technician	38.26	
12035	Electroneurodiagnostic Technologist	38.26	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	24.64	
12190	Medical Record Technician	28.22	
12195	Medical Transcriptionist	21.41	
12210	Nuclear Medicine Technologist	40.69	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	28.67	
12236	Optical Technician	22.87	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.81	
13012	Exhibits Specialist II	28.25	
13013	Exhibits Specialist III	34.56	
13041	Illustrator I	24.72	
13042	Illustrator II	30.62	
13043	Illustrator III	37.46	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.85	
13072	Photographer II	22.21	
13073	Photographer III	27.52	
13074	Photographer IV	33.66	
13075	Photographer V	40.73	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	

14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		37.48

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	50.97	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	50.97	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.49	
19040	Tool And Die Maker	32.45	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.51	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	22.51	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	22.51	
21410	Warehouse Specialist	22.51	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.24	

23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	28.51
23120	Bicycle Repairer	19.32
23125	Cable Splicer	47.52
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.73
23181	Electronics Technician Maintenance I	31.87
23182	Electronics Technician Maintenance II	33.33
23183	Electronics Technician Maintenance III	34.78
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.89
23312	Fuel Distribution System Operator	33.10
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.68
23593	Metrology Technician III	32.44
23640	Millwright	29.76
23710	Office Appliance Repairer	27.08
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	32.74
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.53
23910	Small Engine Mechanic	27.27
23931	Telecommunications Mechanic I	36.97
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	43.57
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	

24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.49	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.23	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	
30084	Engineering Technician IV	26.93	

30085	Engineering Technician V		32.93
30086	Engineering Technician VI		39.85
30090	Environmental Technician		29.02
30095	Evidence Control Specialist		27.33
30210	Laboratory Technician		28.24
30221	Latent Fingerprint Technician I		37.06
30222	Latent Fingerprint Technician II		40.94
30240	Mathematical Technician		35.33
30361	Paralegal/Legal Assistant I		20.44
30362	Paralegal/Legal Assistant II		25.32
30363	Paralegal/Legal Assistant III		30.97
30364	Paralegal/Legal Assistant IV		37.46
30375	Petroleum Supply Specialist		33.43
30390	Photo-Optics Technician		29.20
30395	Radiation Control Technician		33.43
30461	Technical Writer I		31.57
30462	Technical Writer II		38.62
30463	Technical Writer III		46.74
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		32.34
30502	Weather Forecaster II		39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	26.27
30621	Weather Observer, Senior	(see 2)	29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	19.33	
31030	Bus Driver	25.65	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.08	
99252	Laboratory Animal Caretaker II	20.29	
99260	Marketing Analyst	36.72	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4069

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:
BERKSHIRE COUNTY: Adams, Becket, Cheshire, Dalton, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Peru, Pittsfield, Richmond, Savoy, Washington, Windsor
HAMPSHIRE COUNTY: Middlefield

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.52	
01012	Accounting Clerk II	19.67	
01013	Accounting Clerk III	22.00	
01020	Administrative Assistant	27.54	
01035	Court Reporter	20.88	
01041	Customer Service Representative I	15.69	***
01042	Customer Service Representative II	17.12	
01043	Customer Service Representative III	19.21	
01051	Data Entry Operator I	15.24	***
01052	Data Entry Operator II	16.63	
01060	Dispatcher, Motor Vehicle	21.22	
01070	Document Preparation Clerk	16.63	
01090	Duplicating Machine Operator	16.63	
01111	General Clerk I	14.59	***
01112	General Clerk II	15.92	***
01113	General Clerk III	17.87	
01120	Housing Referral Assistant	23.28	
01141	Messenger Courier	13.56	***

01191	Order Clerk I	16.96	
01192	Order Clerk II	18.58	
01261	Personnel Assistant (Employment) I	18.66	
01262	Personnel Assistant (Employment) II	20.88	
01263	Personnel Assistant (Employment) III	23.28	
01270	Production Control Clerk	29.12	
01290	Rental Clerk	20.46	
01300	Scheduler, Maintenance	18.66	
01311	Secretary I	18.66	
01312	Secretary II	20.88	
01313	Secretary III	23.28	
01320	Service Order Dispatcher	18.97	
01410	Supply Technician	27.54	
01420	Survey Worker	21.82	
01460	Switchboard Operator/Receptionist	16.19	***
01531	Travel Clerk I	14.96	***
01532	Travel Clerk II	16.11	***
01533	Travel Clerk III	17.32	
01611	Word Processor I	16.42	
01612	Word Processor II	18.45	
01613	Word Processor III	20.63	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.09	
05010	Automotive Electrician	21.09	
05040	Automotive Glass Installer	20.25	
05070	Automotive Worker	20.25	
05110	Mobile Equipment Servicer	18.10	
05130	Motor Equipment Metal Mechanic	22.01	
05160	Motor Equipment Metal Worker	20.25	
05190	Motor Vehicle Mechanic	22.01	
05220	Motor Vehicle Mechanic Helper	16.85	
05250	Motor Vehicle Upholstery Worker	19.18	
05280	Motor Vehicle Wrecker	20.25	
05310	Painter, Automotive	21.09	
05340	Radiator Repair Specialist	20.25	
05370	Tire Repairer	18.10	
05400	Transmission Repair Specialist	22.01	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.91	***
07041	Cook I	18.00	
07042	Cook II	20.13	
07070	Dishwasher	14.24	***
07130	Food Service Worker	14.57	***
07210	Meat Cutter	21.96	
07260	Waiter/Waitress	14.52	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.25	
09040	Furniture Handler	19.91	
09080	Furniture Refinisher	24.85	
09090	Furniture Refinisher Helper	23.07	
09110	Furniture Repairer, Minor	25.29	
09130	Upholsterer	22.59	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.49	***
11060	Elevator Operator	16.42	
11090	Gardener	21.76	
11122	Housekeeping Aide	16.42	
11150	Janitor	16.42	
11210	Laborer, Grounds Maintenance	17.56	
11240	Maid or Houseman	16.17	***

11260	Pruner	16.15	***
11270	Tractor Operator	20.25	
11330	Trail Maintenance Worker	17.56	
11360	Window Cleaner	17.85	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.21	
12011	Breath Alcohol Technician	24.80	
12012	Certified Occupational Therapist Assistant	34.03	
12015	Certified Physical Therapist Assistant	31.72	
12020	Dental Assistant	21.87	
12025	Dental Hygienist	40.93	
12030	EKG Technician	37.59	
12035	Electroneurodiagnostic Technologist	37.59	
12040	Emergency Medical Technician	24.21	
12071	Licensed Practical Nurse I	22.17	
12072	Licensed Practical Nurse II	24.80	
12073	Licensed Practical Nurse III	27.65	
12100	Medical Assistant	22.91	
12130	Medical Laboratory Technician	23.55	
12160	Medical Record Clerk	21.68	
12190	Medical Record Technician	27.41	
12195	Medical Transcriptionist	22.17	
12210	Nuclear Medicine Technologist	54.52	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.29	***
12223	Nursing Assistant III	16.68	
12224	Nursing Assistant IV	18.72	
12235	Optical Dispenser	24.80	
12236	Optical Technician	22.17	
12250	Pharmacy Technician	18.32	
12280	Phlebotomist	22.17	
12305	Radiologic Technologist	37.59	
12311	Registered Nurse I	29.65	
12312	Registered Nurse II	36.27	
12313	Registered Nurse II, Specialist	36.27	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.60	
12317	Scheduler (Drug and Alcohol Testing)	30.73	
12320	Substance Abuse Treatment Counselor	25.51	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.61	
13012	Exhibits Specialist II	24.22	
13013	Exhibits Specialist III	29.65	
13041	Illustrator I	19.57	
13042	Illustrator II	24.22	
13043	Illustrator III	29.65	
13047	Librarian	26.84	
13050	Library Aide/Clerk	15.68	***
13054	Library Information Technology Systems Administrator	24.22	
13058	Library Technician	16.93	
13061	Media Specialist I	16.79	
13062	Media Specialist II	18.64	
13063	Media Specialist III	20.78	
13071	Photographer I	16.72	
13072	Photographer II	20.21	
13073	Photographer III	24.61	
13074	Photographer IV	30.49	
13075	Photographer V	37.95	
13090	Technical Order Library Clerk	18.14	
13110	Video Teleconference Technician	18.56	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.13	***

14042	Computer Operator II		18.66
14043	Computer Operator III		20.45
14044	Computer Operator IV		23.38
14045	Computer Operator V		25.89
14071	Computer Programmer I	(see 1)	25.50
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.13 ***
14160	Personal Computer Support Technician		23.38
14170	System Support Specialist		25.89

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.41	
15020	Aircrew Training Devices Instructor (Rated)	39.24	
15030	Air Crew Training Devices Instructor (Pilot)	47.00	
15050	Computer Based Training Specialist / Instructor	32.41	
15060	Educational Technologist	32.63	
15070	Flight Instructor (Pilot)	47.00	
15080	Graphic Artist	23.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.82	
15086	Maintenance Test Pilot, Rotary Wing	43.82	
15088	Non-Maintenance Test/Co-Pilot	43.82	
15090	Technical Instructor	25.19	
15095	Technical Instructor/Course Developer	30.82	
15110	Test Proctor	20.35	
15120	Tutor	20.35	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.58	
19040	Tool And Die Maker	29.61	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.92	
21030	Material Coordinator	29.12	
21040	Material Expediter	29.12	
21050	Material Handling Laborer	16.20	
21071	Order Filler	14.59	***
21080	Production Line Worker (Food Processing)	20.92	
21110	Shipping Packer	17.41	
21130	Shipping/Receiving Clerk	17.41	
21140	Store Worker I	14.84	***
21150	Stock Clerk	18.39	
21210	Tools And Parts Attendant	20.92	
21410	Warehouse Specialist	20.92	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	32.18
23019	Aircraft Logs and Records Technician	27.03
23021	Aircraft Mechanic I	31.04
23022	Aircraft Mechanic II	32.18
23023	Aircraft Mechanic III	33.30
23040	Aircraft Mechanic Helper	23.76
23050	Aircraft, Painter	29.73
23060	Aircraft Servicer	27.03
23070	Aircraft Survival Flight Equipment Technician	29.73
23080	Aircraft Worker	28.56
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.56
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.04
23110	Appliance Mechanic	29.23
23120	Bicycle Repairer	24.72
23125	Cable Splicer	31.04
23130	Carpenter, Maintenance	27.34
23140	Carpet Layer	28.56
23160	Electrician, Maintenance	34.38
23181	Electronics Technician Maintenance I	28.56
23182	Electronics Technician Maintenance II	29.73
23183	Electronics Technician Maintenance III	31.04
23260	Fabric Worker	27.03
23290	Fire Alarm System Mechanic	30.05
23310	Fire Extinguisher Repairer	25.53
23311	Fuel Distribution System Mechanic	31.04
23312	Fuel Distribution System Operator	25.53
23370	General Maintenance Worker	21.26
23380	Ground Support Equipment Mechanic	31.04
23381	Ground Support Equipment Servicer	27.03
23382	Ground Support Equipment Worker	28.56
23391	Gunsmith I	25.53
23392	Gunsmith II	28.56
23393	Gunsmith III	31.04
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.56
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.62
23430	Heavy Equipment Mechanic	30.62
23440	Heavy Equipment Operator	29.71
23460	Instrument Mechanic	31.04
23465	Laboratory/Shelter Mechanic	29.73
23470	Laborer	16.20
23510	Locksmith	29.73
23530	Machinery Maintenance Mechanic	25.43
23550	Machinist, Maintenance	28.26
23580	Maintenance Trades Helper	25.70
23591	Metrology Technician I	31.04
23592	Metrology Technician II	32.18
23593	Metrology Technician III	33.30
23640	Millwright	30.51
23710	Office Appliance Repairer	29.73
23760	Painter, Maintenance	24.23
23790	Pipefitter, Maintenance	41.76
23810	Plumber, Maintenance	37.45
23820	Pneudraulic Systems Mechanic	31.04
23850	Rigger	31.04
23870	Scale Mechanic	28.56
23890	Sheet-Metal Worker, Maintenance	33.85
23910	Small Engine Mechanic	28.08
23931	Telecommunications Mechanic I	31.04
23932	Telecommunications Mechanic II	32.18
23950	Telephone Lineman	33.43
23960	Welder, Combination, Maintenance	26.42
23965	Well Driller	31.04
23970	Woodcraft Worker	31.04
23980	Woodworker	25.10

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.85	
24570	Child Care Attendant	14.16	***

24580	Child Care Center Clerk	17.65	
24610	Chore Aide	16.80	
24620	Family Readiness And Support Services Coordinator	20.85	
24630	Homemaker	20.85	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.04	
25040	Sewage Plant Operator	27.91	
25070	Stationary Engineer	31.04	
25190	Ventilation Equipment Tender	23.76	
25210	Water Treatment Plant Operator	27.91	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.61	
27007	Baggage Inspector	17.50	
27008	Corrections Officer	22.40	
27010	Court Security Officer	22.40	
27030	Detection Dog Handler	19.62	
27040	Detention Officer	22.40	
27070	Firefighter	22.40	
27101	Guard I	17.50	
27102	Guard II	19.62	
27131	Police Officer I	26.88	
27132	Police Officer II	29.87	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.32	***
28042	Carnival Equipment Repairer	16.46	
28043	Carnival Worker	12.21	***
28210	Gate Attendant/Gate Tender	17.70	
28310	Lifeguard	14.26	***
28350	Park Attendant (Aide)	19.79	
28510	Recreation Aide/Health Facility Attendant	14.44	***
28515	Recreation Specialist	24.52	
28630	Sports Official	15.76	***
28690	Swimming Pool Operator	18.41	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.56	
29020	Hatch Tender	28.56	
29030	Line Handler	28.56	
29041	Stevedore I	27.03	
29042	Stevedore II	29.34	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.23	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.88	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.10	
30021	Archeological Technician I	17.24	
30022	Archeological Technician II	18.64	
30023	Archeological Technician III	23.06	
30030	Cartographic Technician	23.06	
30040	Civil Engineering Technician	23.00	
30051	Cryogenic Technician I	25.16	
30052	Cryogenic Technician II	27.80	
30061	Drafter/CAD Operator I	16.64	
30062	Drafter/CAD Operator II	18.63	
30063	Drafter/CAD Operator III	20.75	
30064	Drafter/CAD Operator IV	25.54	
30081	Engineering Technician I	14.62	***
30082	Engineering Technician II	16.92	
30083	Engineering Technician III	18.98	

30084	Engineering Technician IV	23.51
30085	Engineering Technician V	28.77
30086	Engineering Technician VI	34.25
30090	Environmental Technician	22.78
30095	Evidence Control Specialist	22.71
30210	Laboratory Technician	24.56
30221	Latent Fingerprint Technician I	25.17
30222	Latent Fingerprint Technician II	27.80
30240	Mathematical Technician	23.06
30361	Paralegal/Legal Assistant I	22.62
30362	Paralegal/Legal Assistant II	28.02
30363	Paralegal/Legal Assistant III	34.26
30364	Paralegal/Legal Assistant IV	41.46
30375	Petroleum Supply Specialist	27.80
30390	Photo-Optics Technician	23.06
30395	Radiation Control Technician	27.80
30461	Technical Writer I	24.20
30462	Technical Writer II	29.60
30463	Technical Writer III	35.81
30491	Unexploded Ordnance (UXO) Technician I	29.38
30492	Unexploded Ordnance (UXO) Technician II	35.55
30493	Unexploded Ordnance (UXO) Technician III	42.61
30494	Unexploded (UXO) Safety Escort	29.38
30495	Unexploded (UXO) Sweep Personnel	29.38
30501	Weather Forecaster I	25.54
30502	Weather Forecaster II	30.61
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.75
30621	Weather Observer, Senior	(see 2) 22.78

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.55	
31020	Bus Aide	17.04	
31030	Bus Driver	22.36	
31043	Driver Courier	19.65	
31260	Parking and Lot Attendant	15.67	***
31290	Shuttle Bus Driver	17.81	
31310	Taxi Driver	14.89	***
31361	Truckdriver, Light	21.11	
31362	Truckdriver, Medium	22.36	
31363	Truckdriver, Heavy	23.08	
31364	Truckdriver, Tractor-Trailer	23.08	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.33	
99030	Cashier	13.99	***
99050	Desk Clerk	16.03	***
99095	Embalmer	29.67	
99130	Flight Follower	29.38	
99251	Laboratory Animal Caretaker I	19.68	
99252	Laboratory Animal Caretaker II	21.14	
99260	Marketing Analyst	28.86	
99310	Mortician	29.67	
99410	Pest Controller	22.39	
99510	Photofinishing Worker	15.44	***
99710	Recycling Laborer	17.06	
99711	Recycling Specialist	19.68	
99730	Refuse Collector	15.69	***
99810	Sales Clerk	14.15	***
99820	School Crossing Guard	15.69	***
99830	Survey Party Chief	21.61	
99831	Surveying Aide	14.16	***
99832	Surveying Technician	19.39	
99840	Vending Machine Attendant	19.68	
99841	Vending Machine Repairer	23.65	
99842	Vending Machine Repairer Helper	19.68	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4071

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following towns in the following counties:

BRISTOL COUNTY: Norton, Raynham

PLYMOUTH COUNTY: Lakeville, Middleborough

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	

01191	Order Clerk I	21.08
01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	16.34	
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.45	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.75	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.90	***
09080	Furniture Refinisher	21.52	
09090	Furniture Refinisher Helper	17.52	
09110	Furniture Repairer, Minor	19.61	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	

11260	Pruner	17.33
11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.37	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.87	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	25.23	
12190	Medical Record Technician	28.47	
12195	Medical Transcriptionist	21.92	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	27.16	
12236	Optical Technician	22.06	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.23	
13042	Illustrator II	30.02	
13043	Illustrator III	36.72	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.47	
13072	Photographer II	21.78	
13073	Photographer III	26.98	
13074	Photographer IV	33.00	
13075	Photographer V	39.93	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	28.83	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	

14042	Computer Operator II		26.69
14043	Computer Operator III		29.74
14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		37.48

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.84	
15020	Aircrew Training Devices Instructor (Rated)	43.38	
15030	Air Crew Training Devices Instructor (Pilot)	51.99	
15050	Computer Based Training Specialist / Instructor	35.84	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	51.99	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.74	
19040	Tool And Die Maker	30.09	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.53	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	17.06	
21080	Production Line Worker (Food Processing)	19.53	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.53	
21410	Warehouse Specialist	19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	38.24
23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	24.93
23120	Bicycle Repairer	18.92
23125	Cable Splicer	45.06
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	34.51
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	37.96
23312	Fuel Distribution System Operator	31.50
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.17
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	20.01
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	29.57
23710	Office Appliance Repairer	24.85
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	31.37
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.12
23910	Small Engine Mechanic	23.76
23931	Telecommunications Mechanic I	36.97
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	42.08
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	30.93
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***

24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	15.70	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	

30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.69
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	37.06
30222	Latent Fingerprint Technician II	40.94
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.44
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	15.07	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.08	
99252	Laboratory Animal Caretaker II	20.29	
99260	Marketing Analyst	41.35	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	21.00	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4073

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following MASSACHUSETTS cities and towns in the following counties:

BRISTOL COUNTY: Berkley, Dighton, Freetown, Taunton

PLYMOUTH COUNTY: Rochester

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	25.25	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	

01192	Order Clerk II	23.00
01261	Personnel Assistant (Employment) I	18.70
01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.11
01532	Travel Clerk II	21.76
01533	Travel Clerk III	23.45
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.36	
05040	Automotive Glass Installer	21.38	
05070	Automotive Worker	21.38	
05110	Mobile Equipment Servicer	19.37	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.38	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.21	
05250	Motor Vehicle Upholstery Worker	20.38	
05280	Motor Vehicle Wrecker	21.38	
05310	Painter, Automotive	22.36	
05340	Radiator Repair Specialist	21.38	
05370	Tire Repairer	16.20	
05400	Transmission Repair Specialist	23.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.45	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.75	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.08	***
09080	Furniture Refinisher	21.52	
09090	Furniture Refinisher Helper	17.52	
09110	Furniture Repairer, Minor	19.61	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.64	
11260	Pruner	17.33	

11270	Tractor Operator	21.89
11330	Trail Maintenance Worker	18.84
11360	Window Cleaner	19.70

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.57	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.37	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	45.87	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	25.57	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	25.23	
12190	Medical Record Technician	28.47	
12195	Medical Transcriptionist	21.92	
12210	Nuclear Medicine Technologist	46.81	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	27.16	
12236	Optical Technician	22.06	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.23	
13042	Illustrator II	30.02	
13043	Illustrator III	36.72	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.47	
13072	Photographer II	21.78	
13073	Photographer III	26.98	
13074	Photographer IV	33.00	
13075	Photographer V	39.93	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	28.83	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	

14043	Computer Operator III		29.74
14044	Computer Operator IV		33.06
14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		37.48

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.84	
15020	Aircrew Training Devices Instructor (Rated)	43.38	
15030	Air Crew Training Devices Instructor (Pilot)	51.99	
15050	Computer Based Training Specialist / Instructor	35.84	
15060	Educational Technologist	37.69	
15070	Flight Instructor (Pilot)	51.99	
15080	Graphic Artist	34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	30.03	
15095	Technical Instructor/Course Developer	36.73	
15110	Test Proctor	24.23	
15120	Tutor	24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.74	
19040	Tool And Die Maker	30.09	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.53	
21030	Material Coordinator	28.85	
21040	Material Expediter	28.85	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	19.53	
21110	Shipping Packer	19.26	
21130	Shipping/Receiving Clerk	19.26	
21140	Store Worker I	15.38	***
21150	Stock Clerk	19.52	
21210	Tools And Parts Attendant	19.53	
21410	Warehouse Specialist	19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	38.24
23019	Aircraft Logs and Records Technician	32.10
23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	24.93
23120	Bicycle Repairer	18.79
23125	Cable Splicer	45.06
23130	Carpenter, Maintenance	29.57
23140	Carpet Layer	33.87
23160	Electrician, Maintenance	36.50
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	34.51
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	37.96
23312	Fuel Distribution System Operator	31.50
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.17
23440	Heavy Equipment Operator	32.19
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	20.01
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	29.57
23710	Office Appliance Repairer	24.85
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	31.37
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	32.12
23910	Small Engine Mechanic	23.76
23931	Telecommunications Mechanic I	36.97
23932	Telecommunications Mechanic II	38.46
23950	Telephone Lineman	42.08
23960	Welder, Combination, Maintenance	26.04
23965	Well Driller	30.93
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***

24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	
24620	Family Readiness And Support Services Coordinator	17.84	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	15.70	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	

30084	Engineering Technician IV	26.93
30085	Engineering Technician V	32.93
30086	Engineering Technician VI	39.69
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	37.06
30222	Latent Fingerprint Technician II	40.94
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.13
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.30	
31030	Bus Driver	26.39	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	24.34	
31364	Truckdriver, Tractor-Trailer	24.34	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.08	
99252	Laboratory Animal Caretaker II	20.29	
99260	Marketing Analyst	41.35	
99310	Mortician	39.85	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	22.57	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	20.02	
99841	Vending Machine Repairer	23.71	
99842	Vending Machine Repairer Helper	20.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4075

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:

BARNSTABLE COUNTY: Provincetown, Truro

DUKES COUNTY: Chilmark, Edgartown, Gay Head, Gosnold, Oak Bluffs, Tisbury, West Tisbury

NANTUCKET COUNTY: Nantucket

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	20.27	
01012	Accounting Clerk II	22.76	
01013	Accounting Clerk III	25.48	
01020	Administrative Assistant	29.79	
01035	Court Reporter	21.27	
01041	Customer Service Representative I	15.55	***
01042	Customer Service Representative II	16.97	
01043	Customer Service Representative III	19.06	
01051	Data Entry Operator I	15.64	***
01052	Data Entry Operator II	16.79	
01060	Dispatcher, Motor Vehicle	24.66	
01070	Document Preparation Clerk	16.94	
01090	Duplicating Machine Operator	16.94	
01111	General Clerk I	16.74	
01112	General Clerk II	18.27	
01113	General Clerk III	20.52	
01120	Housing Referral Assistant	23.71	

01141	Messenger Courier	13.80	***
01191	Order Clerk I	17.50	
01192	Order Clerk II	19.10	
01261	Personnel Assistant (Employment) I	20.20	
01262	Personnel Assistant (Employment) II	22.61	
01263	Personnel Assistant (Employment) III	25.20	
01270	Production Control Clerk	26.08	
01290	Rental Clerk	18.37	
01300	Scheduler, Maintenance	19.01	
01311	Secretary I	19.01	
01312	Secretary II	21.27	
01313	Secretary III	23.71	
01320	Service Order Dispatcher	22.05	
01410	Supply Technician	29.79	
01420	Survey Worker	21.00	
01460	Switchboard Operator/Receptionist	17.81	
01531	Travel Clerk I	14.96	***
01532	Travel Clerk II	16.11	***
01533	Travel Clerk III	17.32	
01611	Word Processor I	16.94	
01612	Word Processor II	19.01	
01613	Word Processor III	21.27	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.65	
05010	Automotive Electrician	22.40	
05040	Automotive Glass Installer	21.41	
05070	Automotive Worker	21.41	
05110	Mobile Equipment Servicer	19.27	
05130	Motor Equipment Metal Mechanic	23.37	
05160	Motor Equipment Metal Worker	21.41	
05190	Motor Vehicle Mechanic	23.37	
05220	Motor Vehicle Mechanic Helper	17.94	
05250	Motor Vehicle Upholstery Worker	20.33	
05280	Motor Vehicle Wrecker	21.41	
05310	Painter, Automotive	22.40	
05340	Radiator Repair Specialist	21.41	
05370	Tire Repairer	17.82	
05400	Transmission Repair Specialist	23.37	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.90	
07041	Cook I	18.49	
07042	Cook II	20.49	
07070	Dishwasher	15.60	***
07130	Food Service Worker	15.07	***
07210	Meat Cutter	22.00	
07260	Waiter/Waitress	15.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.30	
09040	Furniture Handler	19.70	
09080	Furniture Refinisher	27.80	
09090	Furniture Refinisher Helper	23.10	
09110	Furniture Repairer, Minor	26.16	
09130	Upholsterer	28.40	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	16.01	***
11060	Elevator Operator	18.04	
11090	Gardener	27.67	
11122	Housekeeping Aide	18.04	
11150	Janitor	18.04	
11210	Laborer, Grounds Maintenance	22.14	

11240	Maid or Houseman	15.58	***
11260	Pruner	20.09	
11270	Tractor Operator	25.77	
11330	Trail Maintenance Worker	22.14	
11360	Window Cleaner	19.76	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	26.13	
12011	Breath Alcohol Technician	26.33	
12012	Certified Occupational Therapist Assistant	35.91	
12015	Certified Physical Therapist Assistant	33.10	
12020	Dental Assistant	23.16	
12025	Dental Hygienist	45.33	
12030	EKG Technician	39.91	
12035	Electroneurodiagnostic Technologist	39.91	
12040	Emergency Medical Technician	26.13	
12071	Licensed Practical Nurse I	23.53	
12072	Licensed Practical Nurse II	26.33	
12073	Licensed Practical Nurse III	29.35	
12100	Medical Assistant	20.53	
12130	Medical Laboratory Technician	31.26	
12160	Medical Record Clerk	20.32	
12190	Medical Record Technician	22.73	
12195	Medical Transcriptionist	23.53	
12210	Nuclear Medicine Technologist	56.64	
12221	Nursing Assistant I	13.19	***
12222	Nursing Assistant II	14.83	***
12223	Nursing Assistant III	16.19	***
12224	Nursing Assistant IV	18.17	
12235	Optical Dispenser	27.29	
12236	Optical Technician	23.53	
12250	Pharmacy Technician	22.88	
12280	Phlebotomist	22.71	
12305	Radiologic Technologist	37.45	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.62	
12320	Substance Abuse Treatment Counselor	23.92	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.10	
13012	Exhibits Specialist II	28.62	
13013	Exhibits Specialist III	35.01	
13041	Illustrator I	23.10	
13042	Illustrator II	28.62	
13043	Illustrator III	35.01	
13047	Librarian	34.75	
13050	Library Aide/Clerk	18.40	
13054	Library Information Technology Systems Administrator	28.62	
13058	Library Technician	22.75	
13061	Media Specialist I	20.65	
13062	Media Specialist II	23.10	
13063	Media Specialist III	25.76	
13071	Photographer I	20.65	
13072	Photographer II	23.10	
13073	Photographer III	28.62	
13074	Photographer IV	35.01	
13075	Photographer V	42.35	
13090	Technical Order Library Clerk	22.20	
13110	Video Teleconference Technician	24.99	

8. Information Technology Occupations

Code	Title	Rate	Note
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14041	Computer Operator I	21.68
14042	Computer Operator II	24.26
14043	Computer Operator III	27.04
14044	Computer Operator IV	30.05
14045	Computer Operator V	33.28
14071	Computer Programmer I	(see 1) 24.68
14072	Computer Programmer II	(see 1) nan
14073	Computer Programmer III	(see 1) nan
14074	Computer Programmer IV	(see 1) nan
14101	Computer Systems Analyst I	(see 1) nan
14102	Computer Systems Analyst II	(see 1) nan
14103	Computer Systems Analyst III	(see 1) nan
14150	Peripheral Equipment Operator	21.68
14160	Personal Computer Support Technician	30.05
14170	System Support Specialist	33.28

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	48.81	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	32.16	
15070	Flight Instructor (Pilot)	48.81	
15080	Graphic Artist	31.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.81	
15086	Maintenance Test Pilot, Rotary Wing	48.81	
15088	Non-Maintenance Test/Co-Pilot	48.81	
15090	Technical Instructor	25.37	
15095	Technical Instructor/Course Developer	31.02	
15110	Test Proctor	20.47	
15120	Tutor	20.47	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	28.69	
19040	Tool And Die Maker	33.26	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.79	
21030	Material Coordinator	25.54	
21040	Material Expediter	25.54	
21050	Material Handling Laborer	17.83	
21071	Order Filler	16.53	
21080	Production Line Worker (Food Processing)	20.79	
21110	Shipping Packer	18.63	
21130	Shipping/Receiving Clerk	18.63	
21140	Store Worker I	14.89	***
21150	Stock Clerk	19.32	
21210	Tools And Parts Attendant	20.79	
21410	Warehouse Specialist	20.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	33.40	
23019	Aircraft Logs and Records Technician	28.02	
23021	Aircraft Mechanic I	32.18	
23022	Aircraft Mechanic II	33.40	
23023	Aircraft Mechanic III	34.79	
23040	Aircraft Mechanic Helper	24.74	
23050	Aircraft, Painter	29.50	
23060	Aircraft Servicer	28.02	
23070	Aircraft Survival Flight Equipment Technician	29.50	
23080	Aircraft Worker	29.08	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.08	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.18	
23110	Appliance Mechanic	29.33	
23120	Bicycle Repairer	25.42	
23125	Cable Splicer	47.11	
23130	Carpenter, Maintenance	32.21	
23140	Carpet Layer	29.48	
23160	Electrician, Maintenance	32.18	
23181	Electronics Technician Maintenance I	29.48	
23182	Electronics Technician Maintenance II	30.84	
23183	Electronics Technician Maintenance III	32.18	
23260	Fabric Worker	26.81	
23290	Fire Alarm System Mechanic	30.66	
23310	Fire Extinguisher Repairer	25.42	
23311	Fuel Distribution System Mechanic	31.11	
23312	Fuel Distribution System Operator	25.42	
23370	General Maintenance Worker	23.18	
23380	Ground Support Equipment Mechanic	32.18	
23381	Ground Support Equipment Servicer	28.02	
23382	Ground Support Equipment Worker	29.08	
23391	Gunsmith I	25.42	
23392	Gunsmith II	28.16	
23393	Gunsmith III	30.66	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.75	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.90	
23430	Heavy Equipment Mechanic	29.80	
23440	Heavy Equipment Operator	34.96	
23460	Instrument Mechanic	30.66	
23465	Laboratory/Shelter Mechanic	29.40	
23470	Laborer	18.24	
23510	Locksmith	29.40	
23530	Machinery Maintenance Mechanic	30.61	
23550	Machinist, Maintenance	30.61	
23580	Maintenance Trades Helper	23.71	
23591	Metrology Technician I	30.66	
23592	Metrology Technician II	31.80	
23593	Metrology Technician III	33.02	
23640	Millwright	31.20	
23710	Office Appliance Repairer	29.40	
23760	Painter, Maintenance	26.07	
23790	Pipefitter, Maintenance	36.98	
23810	Plumber, Maintenance	35.47	
23820	Pneudraulic Systems Mechanic	30.66	
23850	Rigger	30.66	
23870	Scale Mechanic	28.16	
23890	Sheet-Metal Worker, Maintenance	30.93	
23910	Small Engine Mechanic	28.16	
23931	Telecommunications Mechanic I	33.63	
23932	Telecommunications Mechanic II	35.94	
23950	Telephone Lineman	32.85	
23960	Welder, Combination, Maintenance	30.61	
23965	Well Driller	30.66	
23970	Woodcraft Worker	30.66	
23980	Woodworker	25.42	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	18.64	
24570	Child Care Attendant	17.07	
24580	Child Care Center Clerk	21.30	
24610	Chore Aide	17.27	
24620	Family Readiness And Support Services Coordinator	18.64	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.18	
25040	Sewage Plant Operator	28.95	
25070	Stationary Engineer	30.18	
25190	Ventilation Equipment Tender	23.31	
25210	Water Treatment Plant Operator	28.95	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.62	
27007	Baggage Inspector	17.68	
27008	Corrections Officer	26.87	
27010	Court Security Officer	25.91	
27030	Detection Dog Handler	19.78	
27040	Detention Officer	26.87	
27070	Firefighter	24.48	
27101	Guard I	17.68	
27102	Guard II	19.78	
27131	Police Officer I	28.38	
27132	Police Officer II	31.54	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.29	
28042	Carnival Equipment Repairer	19.63	
28043	Carnival Worker	14.24	***
28210	Gate Attendant/Gate Tender	20.74	
28310	Lifeguard	15.27	***
28350	Park Attendant (Aide)	23.21	
28510	Recreation Aide/Health Facility Attendant	16.94	
28515	Recreation Specialist	28.75	
28630	Sports Official	18.48	
28690	Swimming Pool Operator	21.75	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.63	
29020	Hatch Tender	28.63	
29030	Line Handler	28.63	
29041	Stevedore I	26.81	
29042	Stevedore II	29.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	22.42	
30022	Archeological Technician II	25.09	
30023	Archeological Technician III	31.08	
30030	Cartographic Technician	31.08	
30040	Civil Engineering Technician	31.08	
30051	Cryogenic Technician I	34.41	
30052	Cryogenic Technician II	38.01	
30061	Drafter/CAD Operator I	22.42	
30062	Drafter/CAD Operator II	25.09	
30063	Drafter/CAD Operator III	27.97	
30064	Drafter/CAD Operator IV	34.41	
30081	Engineering Technician I	19.98	

30082	Engineering Technician II	22.42
30083	Engineering Technician III	25.09
30084	Engineering Technician IV	31.08
30085	Engineering Technician V	38.01
30086	Engineering Technician VI	45.99
30090	Environmental Technician	31.08
30095	Evidence Control Specialist	31.08
30210	Laboratory Technician	27.97
30221	Latent Fingerprint Technician I	34.41
30222	Latent Fingerprint Technician II	38.01
30240	Mathematical Technician	31.08
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.85
30363	Paralegal/Legal Assistant III	34.07
30364	Paralegal/Legal Assistant IV	41.21
30375	Petroleum Supply Specialist	38.01
30390	Photo-Optics Technician	31.08
30395	Radiation Control Technician	38.01
30461	Technical Writer I	31.08
30462	Technical Writer II	38.01
30463	Technical Writer III	45.99
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	34.41
30502	Weather Forecaster II	41.86
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 27.97
30621	Weather Observer, Senior	(see 2) 31.08

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	17.36	
31030	Bus Driver	24.10	
31043	Driver Courier	19.11	
31260	Parking and Lot Attendant	15.61	***
31290	Shuttle Bus Driver	21.08	
31310	Taxi Driver	19.59	
31361	Truckdriver, Light	20.48	
31362	Truckdriver, Medium	22.63	
31363	Truckdriver, Heavy	27.53	
31364	Truckdriver, Tractor-Trailer	27.53	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.46	***
99050	Desk Clerk	15.87	***
99095	Embalmer	36.23	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.44	
99252	Laboratory Animal Caretaker II	20.85	
99260	Marketing Analyst	29.02	
99310	Mortician	36.23	
99410	Pest Controller	23.63	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	21.76	
99711	Recycling Specialist	25.82	
99730	Refuse Collector	19.69	
99810	Sales Clerk	15.30	***
99820	School Crossing Guard	16.25	
99830	Survey Party Chief	24.28	
99831	Surveying Aide	17.27	
99832	Surveying Technician	22.08	
99840	Vending Machine Attendant	20.87	
99841	Vending Machine Repairer	24.82	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4077

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following towns in BERKSHIRE COUNTY: Alford, Egremont, Great Barrington, Monterey, Mount Washington, New Marlborough, Otis, Sandisfield, Sheffield, Stockbridge, Tyringham, West Stockbridge

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.62	
01012	Accounting Clerk II	20.90	
01013	Accounting Clerk III	23.38	
01020	Administrative Assistant	29.79	
01035	Court Reporter	20.28	
01041	Customer Service Representative I	15.55	***
01042	Customer Service Representative II	16.97	
01043	Customer Service Representative III	19.06	
01051	Data Entry Operator I	14.79	***
01052	Data Entry Operator II	16.14	***
01060	Dispatcher, Motor Vehicle	23.42	
01070	Document Preparation Clerk	16.14	***
01090	Duplicating Machine Operator	16.14	***
01111	General Clerk I	16.74	
01112	General Clerk II	18.27	
01113	General Clerk III	20.52	
01120	Housing Referral Assistant	22.61	
01141	Messenger Courier	13.16	***
01191	Order Clerk I	16.27	

01192	Order Clerk II	17.75	
01261	Personnel Assistant (Employment) I	19.03	
01262	Personnel Assistant (Employment) II	21.29	
01263	Personnel Assistant (Employment) III	23.73	
01270	Production Control Clerk	25.54	
01290	Rental Clerk	18.08	
01300	Scheduler, Maintenance	18.12	
01311	Secretary I	18.12	
01312	Secretary II	20.28	
01313	Secretary III	22.61	
01320	Service Order Dispatcher	21.53	
01410	Supply Technician	29.79	
01420	Survey Worker	20.28	
01460	Switchboard Operator/Receptionist	17.79	
01531	Travel Clerk I	14.96	***
01532	Travel Clerk II	16.11	***
01533	Travel Clerk III	17.32	
01611	Word Processor I	16.14	***
01612	Word Processor II	18.12	
01613	Word Processor III	20.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.08	
05010	Automotive Electrician	22.24	
05040	Automotive Glass Installer	21.30	
05070	Automotive Worker	21.30	
05110	Mobile Equipment Servicer	19.23	
05130	Motor Equipment Metal Mechanic	23.19	
05160	Motor Equipment Metal Worker	21.30	
05190	Motor Vehicle Mechanic	23.19	
05220	Motor Vehicle Mechanic Helper	17.91	
05250	Motor Vehicle Upholstery Worker	20.28	
05280	Motor Vehicle Wrecker	21.30	
05310	Painter, Automotive	22.24	
05340	Radiator Repair Specialist	21.30	
05370	Tire Repairer	16.30	
05400	Transmission Repair Specialist	23.19	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.90	
07041	Cook I	18.49	
07042	Cook II	20.49	
07070	Dishwasher	15.60	***
07130	Food Service Worker	15.07	***
07210	Meat Cutter	20.23	
07260	Waiter/Waitress	15.73	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	27.78	
09040	Furniture Handler	19.70	
09080	Furniture Refinisher	27.34	
09090	Furniture Refinisher Helper	23.10	
09110	Furniture Repairer, Minor	26.16	
09130	Upholsterer	27.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	16.15	***
11060	Elevator Operator	18.04	
11090	Gardener	27.66	
11122	Housekeeping Aide	18.04	
11150	Janitor	18.04	
11210	Laborer, Grounds Maintenance	21.98	
11240	Maid or Houseman	15.58	***
11260	Pruner	20.07	

11270	Tractor Operator	25.73
11330	Trail Maintenance Worker	21.98
11360	Window Cleaner	19.76

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.48	
12011	Breath Alcohol Technician	26.33	
12012	Certified Occupational Therapist Assistant	36.12	
12015	Certified Physical Therapist Assistant	33.31	
12020	Dental Assistant	23.16	
12025	Dental Hygienist	45.93	
12030	EKG Technician	39.91	
12035	Electroneurodiagnostic Technologist	39.91	
12040	Emergency Medical Technician	24.48	
12071	Licensed Practical Nurse I	23.53	
12072	Licensed Practical Nurse II	26.33	
12073	Licensed Practical Nurse III	29.35	
12100	Medical Assistant	23.13	
12130	Medical Laboratory Technician	28.84	
12160	Medical Record Clerk	20.32	
12190	Medical Record Technician	27.76	
12195	Medical Transcriptionist	23.53	
12210	Nuclear Medicine Technologist	57.87	
12221	Nursing Assistant I	13.11	***
12222	Nursing Assistant II	14.74	***
12223	Nursing Assistant III	16.08	***
12224	Nursing Assistant IV	18.05	
12235	Optical Dispenser	26.71	
12236	Optical Technician	23.53	
12250	Pharmacy Technician	28.86	
12280	Phlebotomist	22.66	
12305	Radiologic Technologist	37.45	
12311	Registered Nurse I	29.56	
12312	Registered Nurse II	36.16	
12313	Registered Nurse II, Specialist	36.16	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.44	
12317	Scheduler (Drug and Alcohol Testing)	32.62	
12320	Substance Abuse Treatment Counselor	25.70	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.38	
13012	Exhibits Specialist II	26.50	
13013	Exhibits Specialist III	32.41	
13041	Illustrator I	21.38	
13042	Illustrator II	26.50	
13043	Illustrator III	32.41	
13047	Librarian	29.34	
13050	Library Aide/Clerk	17.68	
13054	Library Information Technology Systems Administrator	26.50	
13058	Library Technician	22.53	
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.38	
13063	Media Specialist III	23.84	
13071	Photographer I	19.11	
13072	Photographer II	21.38	
13073	Photographer III	26.50	
13074	Photographer IV	32.41	
13075	Photographer V	39.21	
13090	Technical Order Library Clerk	22.20	
13110	Video Teleconference Technician	22.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.13	***
14042	Computer Operator II	18.66	

14043	Computer Operator III		20.45
14044	Computer Operator IV		23.38
14045	Computer Operator V		25.89
14071	Computer Programmer I	(see 1)	21.27
14072	Computer Programmer II	(see 1)	26.34
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.13 ***
14160	Personal Computer Support Technician		23.38
14170	System Support Specialist		25.89

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.76	
15020	Aircrew Training Devices Instructor (Rated)		38.44	
15030	Air Crew Training Devices Instructor (Pilot)		46.06	
15050	Computer Based Training Specialist / Instructor		31.76	
15060	Educational Technologist		29.66	
15070	Flight Instructor (Pilot)		46.06	
15080	Graphic Artist		27.93	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		46.06	
15086	Maintenance Test Pilot, Rotary Wing		46.06	
15088	Non-Maintenance Test/Co-Pilot		46.06	
15090	Technical Instructor		23.87	
15095	Technical Instructor/Course Developer		29.20	
15110	Test Proctor		19.27	
15120	Tutor		19.27	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		28.69	
19040	Tool And Die Maker		33.26	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.79	
21030	Material Coordinator		25.45	
21040	Material Expediter		25.45	
21050	Material Handling Laborer		17.85	
21071	Order Filler		14.80	***
21080	Production Line Worker (Food Processing)		20.79	
21110	Shipping Packer		18.01	
21130	Shipping/Receiving Clerk		18.01	
21140	Store Worker I		14.89	***
21150	Stock Clerk		19.32	
21210	Tools And Parts Attendant		20.79	
21410	Warehouse Specialist		20.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	31.80
23019	Aircraft Logs and Records Technician	26.81
23021	Aircraft Mechanic I	30.66
23022	Aircraft Mechanic II	31.80
23023	Aircraft Mechanic III	33.02
23040	Aircraft Mechanic Helper	23.68
23050	Aircraft, Painter	29.40
23060	Aircraft Servicer	26.81
23070	Aircraft Survival Flight Equipment Technician	29.40
23080	Aircraft Worker	28.16
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.16
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.66
23110	Appliance Mechanic	28.69
23120	Bicycle Repairer	25.42
23125	Cable Splicer	43.48
23130	Carpenter, Maintenance	29.02
23140	Carpet Layer	28.16
23160	Electrician, Maintenance	31.36
23181	Electronics Technician Maintenance I	28.16
23182	Electronics Technician Maintenance II	29.40
23183	Electronics Technician Maintenance III	30.66
23260	Fabric Worker	26.81
23290	Fire Alarm System Mechanic	30.66
23310	Fire Extinguisher Repairer	25.42
23311	Fuel Distribution System Mechanic	30.66
23312	Fuel Distribution System Operator	25.42
23370	General Maintenance Worker	22.60
23380	Ground Support Equipment Mechanic	30.66
23381	Ground Support Equipment Servicer	26.81
23382	Ground Support Equipment Worker	28.16
23391	Gunsmith I	25.42
23392	Gunsmith II	28.16
23393	Gunsmith III	30.66
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.75
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.74
23430	Heavy Equipment Mechanic	28.72
23440	Heavy Equipment Operator	30.31
23460	Instrument Mechanic	30.66
23465	Laboratory/Shelter Mechanic	29.40
23470	Laborer	18.24
23510	Locksmith	29.40
23530	Machinery Maintenance Mechanic	29.33
23550	Machinist, Maintenance	25.53
23580	Maintenance Trades Helper	23.07
23591	Metrology Technician I	30.66
23592	Metrology Technician II	31.80
23593	Metrology Technician III	33.02
23640	Millwright	30.66
23710	Office Appliance Repairer	29.40
23760	Painter, Maintenance	23.91
23790	Pipefitter, Maintenance	36.61
23810	Plumber, Maintenance	35.06
23820	Pneudraulic Systems Mechanic	30.66
23850	Rigger	30.66
23870	Scale Mechanic	28.16
23890	Sheet-Metal Worker, Maintenance	30.66
23910	Small Engine Mechanic	28.16
23931	Telecommunications Mechanic I	32.90
23932	Telecommunications Mechanic II	34.13
23950	Telephone Lineman	30.66
23960	Welder, Combination, Maintenance	26.99
23965	Well Driller	30.66
23970	Woodcraft Worker	30.66
23980	Woodworker	25.42

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.64	
24570	Child Care Attendant	15.74	***

24580	Child Care Center Clerk	19.62	
24610	Chore Aide	16.80	
24620	Family Readiness And Support Services Coordinator	18.64	
24630	Homemaker	18.64	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.18	
25040	Sewage Plant Operator	28.95	
25070	Stationary Engineer	30.18	
25190	Ventilation Equipment Tender	23.31	
25210	Water Treatment Plant Operator	28.95	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.62	
27007	Baggage Inspector	17.68	
27008	Corrections Officer	24.48	
27010	Court Security Officer	24.48	
27030	Detection Dog Handler	19.78	
27040	Detention Officer	24.48	
27070	Firefighter	25.28	
27101	Guard I	17.68	
27102	Guard II	19.78	
27131	Police Officer I	28.38	
27132	Police Officer II	31.54	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.29	
28042	Carnival Equipment Repairer	15.35	***
28043	Carnival Worker	14.01	***
28210	Gate Attendant/Gate Tender	20.61	
28310	Lifeguard	14.78	***
28350	Park Attendant (Aide)	23.08	
28510	Recreation Aide/Health Facility Attendant	16.83	
28515	Recreation Specialist	26.26	
28630	Sports Official	18.37	
28690	Swimming Pool Operator	21.75	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.16	
29020	Hatch Tender	28.16	
29030	Line Handler	28.16	
29041	Stevedore I	26.81	
29042	Stevedore II	29.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	18.48	
30022	Archeological Technician II	20.50	
30023	Archeological Technician III	25.37	
30030	Cartographic Technician	25.37	
30040	Civil Engineering Technician	25.30	
30051	Cryogenic Technician I	23.36	
30052	Cryogenic Technician II	25.81	
30061	Drafter/CAD Operator I	18.30	
30062	Drafter/CAD Operator II	20.49	
30063	Drafter/CAD Operator III	22.83	
30064	Drafter/CAD Operator IV	28.09	
30081	Engineering Technician I	16.08	***
30082	Engineering Technician II	18.48	
30083	Engineering Technician III	20.68	

30084	Engineering Technician IV	25.62
30085	Engineering Technician V	31.34
30086	Engineering Technician VI	37.68
30090	Environmental Technician	25.06
30095	Evidence Control Specialist	21.10
30210	Laboratory Technician	23.05
30221	Latent Fingerprint Technician I	23.36
30222	Latent Fingerprint Technician II	25.81
30240	Mathematical Technician	25.37
30361	Paralegal/Legal Assistant I	21.78
30362	Paralegal/Legal Assistant II	26.99
30363	Paralegal/Legal Assistant III	33.02
30364	Paralegal/Legal Assistant IV	39.93
30375	Petroleum Supply Specialist	25.81
30390	Photo-Optics Technician	25.37
30395	Radiation Control Technician	25.81
30461	Technical Writer I	25.06
30462	Technical Writer II	30.65
30463	Technical Writer III	37.10
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.09
30502	Weather Forecaster II	34.18
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.83
30621	Weather Observer, Senior	(see 2) 25.06

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	17.10	
31030	Bus Driver	24.10	
31043	Driver Courier	17.51	
31260	Parking and Lot Attendant	15.61	***
31290	Shuttle Bus Driver	20.03	
31310	Taxi Driver	19.37	
31361	Truckdriver, Light	18.80	
31362	Truckdriver, Medium	19.83	
31363	Truckdriver, Heavy	25.31	
31364	Truckdriver, Tractor-Trailer	25.31	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.46	***
99050	Desk Clerk	15.87	***
99095	Embalmer	29.67	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.11	
99252	Laboratory Animal Caretaker II	19.34	
99260	Marketing Analyst	29.02	
99310	Mortician	29.67	
99410	Pest Controller	23.63	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	19.22	
99711	Recycling Specialist	22.53	
99730	Refuse Collector	17.62	
99810	Sales Clerk	15.29	***
99820	School Crossing Guard	16.25	
99830	Survey Party Chief	21.60	
99831	Surveying Aide	14.15	***
99832	Surveying Technician	19.38	
99840	Vending Machine Attendant	20.87	
99841	Vending Machine Repairer	24.82	
99842	Vending Machine Repairer Helper	20.87	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4079

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable to the following cities and towns in the following counties in MASSACHUSETTS:

BERKSHIRE COUNTY: Clarksburg, Florida, Hancock, North Adams, Williamstown
FRANKLIN COUNTY: Bernardston, Buckland, Charlemont, Colrain, Erving, Gill, Greenfield, Hawley, Heath, Leyden, Monroe, Montague, Northfield, Rowe, Shelburne
HAMPSHIRE COUNTY: Plainfield

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.62	
01012	Accounting Clerk II	20.90	
01013	Accounting Clerk III	23.38	
01020	Administrative Assistant	29.60	
01035	Court Reporter	20.28	
01041	Customer Service Representative I	15.55	***
01042	Customer Service Representative II	16.97	
01043	Customer Service Representative III	19.06	
01051	Data Entry Operator I	14.79	***
01052	Data Entry Operator II	16.14	***
01060	Dispatcher, Motor Vehicle	23.42	
01070	Document Preparation Clerk	16.14	***
01090	Duplicating Machine Operator	16.14	***
01111	General Clerk I	16.74	
01112	General Clerk II	18.27	
01113	General Clerk III	20.52	

01120	Housing Referral Assistant	22.61	
01141	Messenger Courier	13.16	***
01191	Order Clerk I	16.27	
01192	Order Clerk II	17.75	
01261	Personnel Assistant (Employment) I	19.03	
01262	Personnel Assistant (Employment) II	21.29	
01263	Personnel Assistant (Employment) III	23.73	
01270	Production Control Clerk	24.84	
01290	Rental Clerk	18.08	
01300	Scheduler, Maintenance	18.12	
01311	Secretary I	18.12	
01312	Secretary II	20.28	
01313	Secretary III	22.61	
01320	Service Order Dispatcher	21.53	
01410	Supply Technician	29.60	
01420	Survey Worker	20.28	
01460	Switchboard Operator/Receptionist	17.79	
01531	Travel Clerk I	14.96	***
01532	Travel Clerk II	16.11	***
01533	Travel Clerk III	17.32	
01611	Word Processor I	16.47	
01612	Word Processor II	18.12	
01613	Word Processor III	20.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.57	
05010	Automotive Electrician	20.74	
05040	Automotive Glass Installer	19.86	
05070	Automotive Worker	19.86	
05110	Mobile Equipment Servicer	17.93	
05130	Motor Equipment Metal Mechanic	21.61	
05160	Motor Equipment Metal Worker	19.86	
05190	Motor Vehicle Mechanic	21.61	
05220	Motor Vehicle Mechanic Helper	16.70	
05250	Motor Vehicle Upholstery Worker	18.91	
05280	Motor Vehicle Wrecker	19.86	
05310	Painter, Automotive	20.74	
05340	Radiator Repair Specialist	19.86	
05370	Tire Repairer	16.30	
05400	Transmission Repair Specialist	21.61	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.84	
07041	Cook I	18.49	
07042	Cook II	20.49	
07070	Dishwasher	15.60	***
07130	Food Service Worker	15.07	***
07210	Meat Cutter	19.73	
07260	Waiter/Waitress	15.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	27.78	
09040	Furniture Handler	19.70	
09080	Furniture Refinisher	27.34	
09090	Furniture Refinisher Helper	23.10	
09110	Furniture Repairer, Minor	26.16	
09130	Upholsterer	27.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	16.01	***
11060	Elevator Operator	18.04	
11090	Gardener	26.47	
11122	Housekeeping Aide	18.04	
11150	Janitor	18.04	

11210	Laborer, Grounds Maintenance	21.33	
11240	Maid or Houseman	14.88	***
11260	Pruner	19.64	
11270	Tractor Operator	24.61	
11330	Trail Maintenance Worker	21.33	
11360	Window Cleaner	19.76	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.97	
12011	Breath Alcohol Technician	26.33	
12012	Certified Occupational Therapist Assistant	36.12	
12015	Certified Physical Therapist Assistant	33.31	
12020	Dental Assistant	23.16	
12025	Dental Hygienist	42.79	
12030	EKG Technician	39.91	
12035	Electroneurodiagnostic Technologist	39.91	
12040	Emergency Medical Technician	22.97	
12071	Licensed Practical Nurse I	23.53	
12072	Licensed Practical Nurse II	26.33	
12073	Licensed Practical Nurse III	29.35	
12100	Medical Assistant	20.53	
12130	Medical Laboratory Technician	27.50	
12160	Medical Record Clerk	20.32	
12190	Medical Record Technician	24.40	
12195	Medical Transcriptionist	23.53	
12210	Nuclear Medicine Technologist	57.87	
12221	Nursing Assistant I	13.11	***
12222	Nursing Assistant II	14.74	***
12223	Nursing Assistant III	16.08	***
12224	Nursing Assistant IV	18.05	
12235	Optical Dispenser	26.71	
12236	Optical Technician	23.53	
12250	Pharmacy Technician	18.13	
12280	Phlebotomist	22.71	
12305	Radiologic Technologist	37.45	
12311	Registered Nurse I	29.56	
12312	Registered Nurse II	36.16	
12313	Registered Nurse II, Specialist	36.16	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.44	
12317	Scheduler (Drug and Alcohol Testing)	32.62	
12320	Substance Abuse Treatment Counselor	26.01	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.38	
13012	Exhibits Specialist II	26.50	
13013	Exhibits Specialist III	32.41	
13041	Illustrator I	21.38	
13042	Illustrator II	26.50	
13043	Illustrator III	32.41	
13047	Librarian	29.34	
13050	Library Aide/Clerk	17.68	
13054	Library Information Technology Systems Administrator	26.50	
13058	Library Technician	22.75	
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.38	
13063	Media Specialist III	23.84	
13071	Photographer I	19.11	
13072	Photographer II	21.38	
13073	Photographer III	26.50	
13074	Photographer IV	32.41	
13075	Photographer V	39.21	
13090	Technical Order Library Clerk	22.20	
13110	Video Teleconference Technician	22.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.13	***
14042	Computer Operator II	18.66	
14043	Computer Operator III	20.45	
14044	Computer Operator IV	23.38	
14045	Computer Operator V	25.89	
14071	Computer Programmer I	(see 1)	21.27
14072	Computer Programmer II	(see 1)	26.34
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	16.13	***
14160	Personal Computer Support Technician	23.38	
14170	System Support Specialist	25.89	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.76	
15020	Aircrew Training Devices Instructor (Rated)	38.44	
15030	Air Crew Training Devices Instructor (Pilot)	46.06	
15050	Computer Based Training Specialist / Instructor	31.76	
15060	Educational Technologist	30.91	
15070	Flight Instructor (Pilot)	46.06	
15080	Graphic Artist	27.93	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.06	
15086	Maintenance Test Pilot, Rotary Wing	46.06	
15088	Non-Maintenance Test/Co-Pilot	46.06	
15090	Technical Instructor	23.87	
15095	Technical Instructor/Course Developer	29.20	
15110	Test Proctor	19.27	
15120	Tutor	19.27	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	28.69	
19040	Tool And Die Maker	33.26	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.79	
21030	Material Coordinator	25.45	
21040	Material Expediter	25.45	
21050	Material Handling Laborer	17.35	
21071	Order Filler	14.80	***
21080	Production Line Worker (Food Processing)	20.79	
21110	Shipping Packer	18.01	
21130	Shipping/Receiving Clerk	18.01	
21140	Store Worker I	14.89	***
21150	Stock Clerk	19.32	
21210	Tools And Parts Attendant	20.79	
21410	Warehouse Specialist	20.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.80	
23019	Aircraft Logs and Records Technician	26.81	
23021	Aircraft Mechanic I	30.66	
23022	Aircraft Mechanic II	31.80	
23023	Aircraft Mechanic III	33.02	
23040	Aircraft Mechanic Helper	23.68	
23050	Aircraft, Painter	29.40	
23060	Aircraft Servicer	26.81	
23070	Aircraft Survival Flight Equipment Technician	29.40	
23080	Aircraft Worker	28.16	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.16	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.66	
23110	Appliance Mechanic	28.69	
23120	Bicycle Repairer	25.42	
23125	Cable Splicer	39.55	
23130	Carpenter, Maintenance	29.02	
23140	Carpet Layer	28.16	
23160	Electrician, Maintenance	31.36	
23181	Electronics Technician Maintenance I	28.16	
23182	Electronics Technician Maintenance II	29.40	
23183	Electronics Technician Maintenance III	30.66	
23260	Fabric Worker	26.81	
23290	Fire Alarm System Mechanic	30.66	
23310	Fire Extinguisher Repairer	25.42	
23311	Fuel Distribution System Mechanic	30.66	
23312	Fuel Distribution System Operator	25.42	
23370	General Maintenance Worker	22.60	
23380	Ground Support Equipment Mechanic	30.66	
23381	Ground Support Equipment Servicer	26.81	
23382	Ground Support Equipment Worker	28.16	
23391	Gunsmith I	25.42	
23392	Gunsmith II	28.16	
23393	Gunsmith III	30.66	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.60	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.74	
23430	Heavy Equipment Mechanic	28.72	
23440	Heavy Equipment Operator	29.58	
23460	Instrument Mechanic	30.66	
23465	Laboratory/Shelter Mechanic	29.40	
23470	Laborer	17.35	
23510	Locksmith	29.40	
23530	Machinery Maintenance Mechanic	28.27	
23550	Machinist, Maintenance	23.97	
23580	Maintenance Trades Helper	22.58	
23591	Metrology Technician I	30.66	
23592	Metrology Technician II	31.80	
23593	Metrology Technician III	33.02	
23640	Millwright	30.66	
23710	Office Appliance Repairer	29.40	
23760	Painter, Maintenance	23.02	
23790	Pipefitter, Maintenance	36.98	
23810	Plumber, Maintenance	34.76	
23820	Pneudraulic Systems Mechanic	30.66	
23850	Rigger	30.66	
23870	Scale Mechanic	28.16	
23890	Sheet-Metal Worker, Maintenance	29.12	
23910	Small Engine Mechanic	28.16	
23931	Telecommunications Mechanic I	32.90	
23932	Telecommunications Mechanic II	34.13	
23950	Telephone Lineman	30.66	
23960	Welder, Combination, Maintenance	24.24	
23965	Well Driller	30.66	
23970	Woodcraft Worker	30.66	
23980	Woodworker	25.42	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	18.64	
24570	Child Care Attendant	15.49	***
24580	Child Care Center Clerk	19.33	
24610	Chore Aide	16.80	
24620	Family Readiness And Support Services Coordinator	18.64	
24630	Homemaker	18.64	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.18	
25040	Sewage Plant Operator	28.95	
25070	Stationary Engineer	30.18	
25190	Ventilation Equipment Tender	23.31	
25210	Water Treatment Plant Operator	28.95	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.62	
27007	Baggage Inspector	17.68	
27008	Corrections Officer	24.47	
27010	Court Security Officer	24.47	
27030	Detection Dog Handler	19.78	
27040	Detention Officer	24.47	
27070	Firefighter	24.47	
27101	Guard I	17.68	
27102	Guard II	19.78	
27131	Police Officer I	28.38	
27132	Police Officer II	31.54	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.29	
28042	Carnival Equipment Repairer	19.63	
28043	Carnival Worker	14.24	***
28210	Gate Attendant/Gate Tender	20.61	
28310	Lifeguard	14.73	***
28350	Park Attendant (Aide)	23.08	
28510	Recreation Aide/Health Facility Attendant	16.83	
28515	Recreation Specialist	28.58	
28630	Sports Official	18.37	
28690	Swimming Pool Operator	21.75	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.16	
29020	Hatch Tender	28.16	
29030	Line Handler	28.16	
29041	Stevedore I	26.81	
29042	Stevedore II	29.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	18.48	
30022	Archeological Technician II	20.50	
30023	Archeological Technician III	25.37	
30030	Cartographic Technician	25.37	
30040	Civil Engineering Technician	25.30	
30051	Cryogenic Technician I	23.36	
30052	Cryogenic Technician II	25.81	
30061	Drafter/CAD Operator I	18.30	
30062	Drafter/CAD Operator II	20.49	
30063	Drafter/CAD Operator III	22.83	
30064	Drafter/CAD Operator IV	28.09	
30081	Engineering Technician I	16.08	***

30082	Engineering Technician II	18.48
30083	Engineering Technician III	20.68
30084	Engineering Technician IV	25.62
30085	Engineering Technician V	31.34
30086	Engineering Technician VI	37.68
30090	Environmental Technician	25.06
30095	Evidence Control Specialist	21.10
30210	Laboratory Technician	23.05
30221	Latent Fingerprint Technician I	23.36
30222	Latent Fingerprint Technician II	25.81
30240	Mathematical Technician	25.37
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67
30364	Paralegal/Legal Assistant IV	40.73
30375	Petroleum Supply Specialist	25.81
30390	Photo-Optics Technician	25.37
30395	Radiation Control Technician	25.81
30461	Technical Writer I	25.06
30462	Technical Writer II	30.65
30463	Technical Writer III	37.10
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.09
30502	Weather Forecaster II	34.18
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.83
30621	Weather Observer, Senior	(see 2) 25.06

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	17.10	
31030	Bus Driver	24.10	
31043	Driver Courier	17.51	
31260	Parking and Lot Attendant	15.61	***
31290	Shuttle Bus Driver	20.03	
31310	Taxi Driver	16.97	
31361	Truckdriver, Light	18.80	
31362	Truckdriver, Medium	19.83	
31363	Truckdriver, Heavy	25.31	
31364	Truckdriver, Tractor-Trailer	25.31	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.46	***
99050	Desk Clerk	15.87	***
99095	Embalmer	29.67	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.30	
99252	Laboratory Animal Caretaker II	19.34	
99260	Marketing Analyst	29.02	
99310	Mortician	29.67	
99410	Pest Controller	23.63	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	19.36	
99711	Recycling Specialist	22.53	
99730	Refuse Collector	17.83	
99810	Sales Clerk	15.29	***
99820	School Crossing Guard	16.25	
99830	Survey Party Chief	21.60	
99831	Surveying Aide	14.15	***
99832	Surveying Technician	19.38	
99840	Vending Machine Attendant	20.87	
99841	Vending Machine Repairer	24.82	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4081

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:

FRANKLIN COUNTY: New Salem, Orange, Warwick
WORCESTER COUNTY: Athol, Hardwick, Petersham

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.62	
01012	Accounting Clerk II	20.90	
01013	Accounting Clerk III	23.38	
01020	Administrative Assistant	29.60	
01035	Court Reporter	20.28	
01041	Customer Service Representative I	15.38	***
01042	Customer Service Representative II	16.97	
01043	Customer Service Representative III	18.86	
01051	Data Entry Operator I	14.79	***
01052	Data Entry Operator II	16.14	***
01060	Dispatcher, Motor Vehicle	23.42	
01070	Document Preparation Clerk	16.14	***
01090	Duplicating Machine Operator	16.14	***
01111	General Clerk I	16.74	
01112	General Clerk II	18.27	
01113	General Clerk III	20.52	
01120	Housing Referral Assistant	22.61	
01141	Messenger Courier	13.16	***
01191	Order Clerk I	16.27	

01192	Order Clerk II	17.75	
01261	Personnel Assistant (Employment) I	19.03	
01262	Personnel Assistant (Employment) II	21.29	
01263	Personnel Assistant (Employment) III	23.73	
01270	Production Control Clerk	25.54	
01290	Rental Clerk	18.08	
01300	Scheduler, Maintenance	18.12	
01311	Secretary I	18.12	
01312	Secretary II	20.28	
01313	Secretary III	22.61	
01320	Service Order Dispatcher	21.53	
01410	Supply Technician	29.60	
01420	Survey Worker	20.28	
01460	Switchboard Operator/Receptionist	17.79	
01531	Travel Clerk I	14.96	***
01532	Travel Clerk II	16.11	***
01533	Travel Clerk III	17.32	
01611	Word Processor I	16.14	***
01612	Word Processor II	18.12	
01613	Word Processor III	20.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.57	
05010	Automotive Electrician	21.54	
05040	Automotive Glass Installer	20.72	
05070	Automotive Worker	20.72	
05110	Mobile Equipment Servicer	19.10	
05130	Motor Equipment Metal Mechanic	22.41	
05160	Motor Equipment Metal Worker	20.72	
05190	Motor Vehicle Mechanic	22.41	
05220	Motor Vehicle Mechanic Helper	17.91	
05250	Motor Vehicle Upholstery Worker	19.93	
05280	Motor Vehicle Wrecker	20.72	
05310	Painter, Automotive	21.54	
05340	Radiator Repair Specialist	20.72	
05370	Tire Repairer	16.01	***
05400	Transmission Repair Specialist	22.41	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.84	
07041	Cook I	18.49	
07042	Cook II	20.49	
07070	Dishwasher	15.19	***
07130	Food Service Worker	15.07	***
07210	Meat Cutter	19.73	
07260	Waiter/Waitress	15.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	27.59	
09040	Furniture Handler	19.51	
09080	Furniture Refinisher	27.34	
09090	Furniture Refinisher Helper	22.59	
09110	Furniture Repairer, Minor	25.51	
09130	Upholsterer	27.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	16.69	
11060	Elevator Operator	18.04	
11090	Gardener	26.39	
11122	Housekeeping Aide	18.04	
11150	Janitor	18.04	
11210	Laborer, Grounds Maintenance	21.33	
11240	Maid or Houseman	15.07	***
11260	Pruner	19.68	

11270	Tractor Operator	24.71
11330	Trail Maintenance Worker	21.33
11360	Window Cleaner	19.76

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.97	
12011	Breath Alcohol Technician	26.33	
12012	Certified Occupational Therapist Assistant	32.42	
12015	Certified Physical Therapist Assistant	31.72	
12020	Dental Assistant	23.16	
12025	Dental Hygienist	39.76	
12030	EKG Technician	39.91	
12035	Electroneurodiagnostic Technologist	39.91	
12040	Emergency Medical Technician	22.97	
12071	Licensed Practical Nurse I	23.53	
12072	Licensed Practical Nurse II	26.33	
12073	Licensed Practical Nurse III	29.35	
12100	Medical Assistant	20.15	
12130	Medical Laboratory Technician	26.22	
12160	Medical Record Clerk	20.32	
12190	Medical Record Technician	22.73	
12195	Medical Transcriptionist	23.53	
12210	Nuclear Medicine Technologist	52.23	
12221	Nursing Assistant I	13.11	***
12222	Nursing Assistant II	14.74	***
12223	Nursing Assistant III	16.08	***
12224	Nursing Assistant IV	18.05	
12235	Optical Dispenser	26.71	
12236	Optical Technician	23.53	
12250	Pharmacy Technician	18.13	
12280	Phlebotomist	20.93	
12305	Radiologic Technologist	37.45	
12311	Registered Nurse I	29.56	
12312	Registered Nurse II	36.16	
12313	Registered Nurse II, Specialist	36.16	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.44	
12317	Scheduler (Drug and Alcohol Testing)	32.62	
12320	Substance Abuse Treatment Counselor	23.92	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.38	
13012	Exhibits Specialist II	26.50	
13013	Exhibits Specialist III	32.41	
13041	Illustrator I	21.38	
13042	Illustrator II	26.50	
13043	Illustrator III	32.41	
13047	Librarian	29.34	
13050	Library Aide/Clerk	17.68	
13054	Library Information Technology Systems Administrator	26.50	
13058	Library Technician	22.53	
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.38	
13063	Media Specialist III	23.84	
13071	Photographer I	19.11	
13072	Photographer II	21.38	
13073	Photographer III	26.50	
13074	Photographer IV	32.41	
13075	Photographer V	39.21	
13090	Technical Order Library Clerk	22.20	
13110	Video Teleconference Technician	22.46	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.13	***
14042	Computer Operator II	18.66	

14043	Computer Operator III		20.45
14044	Computer Operator IV		23.38
14045	Computer Operator V		25.89
14071	Computer Programmer I	(see 1)	21.27
14072	Computer Programmer II	(see 1)	26.34
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.13 ***
14160	Personal Computer Support Technician		23.38
14170	System Support Specialist		25.89

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.76	
15020	Aircrew Training Devices Instructor (Rated)		38.44	
15030	Air Crew Training Devices Instructor (Pilot)		46.06	
15050	Computer Based Training Specialist / Instructor		31.76	
15060	Educational Technologist		29.66	
15070	Flight Instructor (Pilot)		46.06	
15080	Graphic Artist		27.93	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		46.06	
15086	Maintenance Test Pilot, Rotary Wing		46.06	
15088	Non-Maintenance Test/Co-Pilot		46.06	
15090	Technical Instructor		23.87	
15095	Technical Instructor/Course Developer		29.20	
15110	Test Proctor		19.27	
15120	Tutor		19.27	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.59	
19040	Tool And Die Maker		31.80	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.79	
21030	Material Coordinator		25.45	
21040	Material Expediter		25.45	
21050	Material Handling Laborer		17.35	
21071	Order Filler		14.80	***
21080	Production Line Worker (Food Processing)		20.79	
21110	Shipping Packer		18.01	
21130	Shipping/Receiving Clerk		18.01	
21140	Store Worker I		14.89	***
21150	Stock Clerk		19.32	
21210	Tools And Parts Attendant		20.79	
21410	Warehouse Specialist		20.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	31.80
23019	Aircraft Logs and Records Technician	26.81
23021	Aircraft Mechanic I	30.66
23022	Aircraft Mechanic II	31.80
23023	Aircraft Mechanic III	33.02
23040	Aircraft Mechanic Helper	23.68
23050	Aircraft, Painter	29.40
23060	Aircraft Servicer	26.81
23070	Aircraft Survival Flight Equipment Technician	29.40
23080	Aircraft Worker	28.16
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.16
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.66
23110	Appliance Mechanic	27.59
23120	Bicycle Repairer	25.42
23125	Cable Splicer	39.55
23130	Carpenter, Maintenance	29.02
23140	Carpet Layer	28.16
23160	Electrician, Maintenance	30.56
23181	Electronics Technician Maintenance I	28.16
23182	Electronics Technician Maintenance II	29.40
23183	Electronics Technician Maintenance III	30.66
23260	Fabric Worker	26.81
23290	Fire Alarm System Mechanic	30.66
23310	Fire Extinguisher Repairer	25.42
23311	Fuel Distribution System Mechanic	30.66
23312	Fuel Distribution System Operator	25.42
23370	General Maintenance Worker	22.60
23380	Ground Support Equipment Mechanic	30.66
23381	Ground Support Equipment Servicer	26.81
23382	Ground Support Equipment Worker	28.16
23391	Gunsmith I	25.42
23392	Gunsmith II	28.16
23393	Gunsmith III	30.66
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.60
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.74
23430	Heavy Equipment Mechanic	28.71
23440	Heavy Equipment Operator	29.58
23460	Instrument Mechanic	30.66
23465	Laboratory/Shelter Mechanic	29.40
23470	Laborer	17.35
23510	Locksmith	29.40
23530	Machinery Maintenance Mechanic	28.71
23550	Machinist, Maintenance	23.97
23580	Maintenance Trades Helper	20.54
23591	Metrology Technician I	30.66
23592	Metrology Technician II	31.80
23593	Metrology Technician III	33.02
23640	Millwright	30.66
23710	Office Appliance Repairer	29.40
23760	Painter, Maintenance	23.02
23790	Pipefitter, Maintenance	34.93
23810	Plumber, Maintenance	30.95
23820	Pneudraulic Systems Mechanic	30.66
23850	Rigger	30.66
23870	Scale Mechanic	28.16
23890	Sheet-Metal Worker, Maintenance	26.10
23910	Small Engine Mechanic	28.16
23931	Telecommunications Mechanic I	32.90
23932	Telecommunications Mechanic II	34.13
23950	Telephone Lineman	30.66
23960	Welder, Combination, Maintenance	24.24
23965	Well Driller	30.66
23970	Woodcraft Worker	30.66
23980	Woodworker	25.42

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.64	
24570	Child Care Attendant	15.49	***

24580	Child Care Center Clerk	19.33	
24610	Chore Aide	16.80	
24620	Family Readiness And Support Services Coordinator	18.64	
24630	Homemaker	18.64	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.18	
25040	Sewage Plant Operator	28.95	
25070	Stationary Engineer	30.18	
25190	Ventilation Equipment Tender	23.31	
25210	Water Treatment Plant Operator	28.95	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.62	
27007	Baggage Inspector	17.68	
27008	Corrections Officer	24.47	
27010	Court Security Officer	24.47	
27030	Detection Dog Handler	19.78	
27040	Detention Officer	24.47	
27070	Firefighter	24.47	
27101	Guard I	17.68	
27102	Guard II	19.78	
27131	Police Officer I	28.38	
27132	Police Officer II	31.54	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.29	
28042	Carnival Equipment Repairer	15.35	***
28043	Carnival Worker	14.01	***
28210	Gate Attendant/Gate Tender	20.20	
28310	Lifeguard	14.78	***
28350	Park Attendant (Aide)	23.03	
28510	Recreation Aide/Health Facility Attendant	16.81	
28515	Recreation Specialist	23.87	
28630	Sports Official	18.35	
28690	Swimming Pool Operator	21.75	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.16	
29020	Hatch Tender	28.16	
29030	Line Handler	28.16	
29041	Stevedore I	26.81	
29042	Stevedore II	29.40	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	18.48	
30022	Archeological Technician II	20.50	
30023	Archeological Technician III	25.37	
30030	Cartographic Technician	25.37	
30040	Civil Engineering Technician	25.30	
30051	Cryogenic Technician I	23.36	
30052	Cryogenic Technician II	25.81	
30061	Drafter/CAD Operator I	18.30	
30062	Drafter/CAD Operator II	20.49	
30063	Drafter/CAD Operator III	22.83	
30064	Drafter/CAD Operator IV	28.09	
30081	Engineering Technician I	16.08	***
30082	Engineering Technician II	18.48	
30083	Engineering Technician III	20.68	

30084	Engineering Technician IV	25.62
30085	Engineering Technician V	31.34
30086	Engineering Technician VI	37.68
30090	Environmental Technician	25.06
30095	Evidence Control Specialist	21.10
30210	Laboratory Technician	23.05
30221	Latent Fingerprint Technician I	23.36
30222	Latent Fingerprint Technician II	25.81
30240	Mathematical Technician	25.37
30361	Paralegal/Legal Assistant I	21.78
30362	Paralegal/Legal Assistant II	26.99
30363	Paralegal/Legal Assistant III	33.02
30364	Paralegal/Legal Assistant IV	39.93
30375	Petroleum Supply Specialist	25.81
30390	Photo-Optics Technician	25.37
30395	Radiation Control Technician	25.81
30461	Technical Writer I	25.06
30462	Technical Writer II	30.65
30463	Technical Writer III	37.10
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.09
30502	Weather Forecaster II	34.18
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.83
30621	Weather Observer, Senior	(see 2) 25.06

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	16.74	
31030	Bus Driver	24.10	
31043	Driver Courier	17.51	
31260	Parking and Lot Attendant	15.41	***
31290	Shuttle Bus Driver	20.03	
31310	Taxi Driver	19.37	
31361	Truckdriver, Light	18.80	
31362	Truckdriver, Medium	19.83	
31363	Truckdriver, Heavy	25.31	
31364	Truckdriver, Tractor-Trailer	25.31	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.46	***
99050	Desk Clerk	15.87	***
99095	Embalmer	29.67	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.30	
99252	Laboratory Animal Caretaker II	19.34	
99260	Marketing Analyst	29.02	
99310	Mortician	29.67	
99410	Pest Controller	23.63	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	19.70	
99711	Recycling Specialist	22.81	
99730	Refuse Collector	18.16	
99810	Sales Clerk	15.29	***
99820	School Crossing Guard	16.25	
99830	Survey Party Chief	21.60	
99831	Surveying Aide	14.15	***
99832	Surveying Technician	19.38	
99840	Vending Machine Attendant	20.87	
99841	Vending Machine Repairer	24.82	
99842	Vending Machine Repairer Helper	20.87	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4083

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts:

BRISTOL COUNTY: Attleboro, North Attleborough, Rehoboth, Seekonk

NORFOLK COUNTY: Plainville

WORCESTER COUNTY: Blackstone, Millville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Providence, Smithfield, Woonsocket

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.21	
01012	Accounting Clerk II	20.43	
01013	Accounting Clerk III	22.86	
01020	Administrative Assistant	34.33	
01035	Court Reporter	27.46	
01041	Customer Service Representative I	14.78	***
01042	Customer Service Representative II	16.29	
01043	Customer Service Representative III	18.12	
01051	Data Entry Operator I	16.65	
01052	Data Entry Operator II	18.17	
01060	Dispatcher, Motor Vehicle	22.67	
01070	Document Preparation Clerk	19.87	
01090	Duplicating Machine Operator	19.87	

01111	General Clerk I	15.25	***
01112	General Clerk II	16.64	
01113	General Clerk III	18.68	
01120	Housing Referral Assistant	22.58	
01141	Messenger Courier	17.60	
01191	Order Clerk I	16.74	
01192	Order Clerk II	18.27	
01261	Personnel Assistant (Employment) I	18.22	
01262	Personnel Assistant (Employment) II	20.38	
01263	Personnel Assistant (Employment) III	22.72	
01270	Production Control Clerk	27.87	
01290	Rental Clerk	17.26	
01300	Scheduler, Maintenance	18.10	
01311	Secretary I	18.10	
01312	Secretary II	20.25	
01313	Secretary III	22.58	
01320	Service Order Dispatcher	20.26	
01410	Supply Technician	34.33	
01420	Survey Worker	22.58	
01460	Switchboard Operator/Receptionist	17.66	
01531	Travel Clerk I	16.66	
01532	Travel Clerk II	17.68	
01533	Travel Clerk III	18.53	
01611	Word Processor I	18.02	
01612	Word Processor II	20.22	
01613	Word Processor III	22.62	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.98	
05010	Automotive Electrician	21.93	
05040	Automotive Glass Installer	21.06	
05070	Automotive Worker	21.06	
05110	Mobile Equipment Servicer	19.31	
05130	Motor Equipment Metal Mechanic	22.82	
05160	Motor Equipment Metal Worker	21.06	
05190	Motor Vehicle Mechanic	22.82	
05220	Motor Vehicle Mechanic Helper	18.39	
05250	Motor Vehicle Upholstery Worker	20.14	
05280	Motor Vehicle Wrecker	21.06	
05310	Painter, Automotive	21.93	
05340	Radiator Repair Specialist	21.06	
05370	Tire Repairer	17.60	
05400	Transmission Repair Specialist	22.82	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.88	***
07041	Cook I	18.37	
07042	Cook II	20.03	
07070	Dishwasher	13.88	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	20.73	
07260	Waiter/Waitress	12.77	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.91	
09040	Furniture Handler	13.41	***
09080	Furniture Refinisher	18.74	
09090	Furniture Refinisher Helper	15.71	***
09110	Furniture Repairer, Minor	17.21	
09130	Upholsterer	20.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.62	***

11090	Gardener	22.45	
11122	Housekeeping Aide	14.62	***
11150	Janitor	14.62	***
11210	Laborer, Grounds Maintenance	18.24	
11240	Maid or Houseman	14.62	***
11260	Pruner	16.88	
11270	Tractor Operator	21.37	
11330	Trail Maintenance Worker	18.24	
11360	Window Cleaner	15.80	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.05	
12011	Breath Alcohol Technician	25.90	
12012	Certified Occupational Therapist Assistant	29.97	
12015	Certified Physical Therapist Assistant	31.81	
12020	Dental Assistant	23.21	
12025	Dental Hygienist	39.68	
12030	EKG Technician	44.68	
12035	Electroneurodiagnostic Technologist	44.68	
12040	Emergency Medical Technician	20.05	
12071	Licensed Practical Nurse I	23.15	
12072	Licensed Practical Nurse II	25.90	
12073	Licensed Practical Nurse III	28.87	
12100	Medical Assistant	18.20	
12130	Medical Laboratory Technician	30.81	
12160	Medical Record Clerk	20.57	
12190	Medical Record Technician	24.13	
12195	Medical Transcriptionist	21.46	
12210	Nuclear Medicine Technologist	49.59	
12221	Nursing Assistant I	13.09	***
12222	Nursing Assistant II	14.71	***
12223	Nursing Assistant III	16.05	***
12224	Nursing Assistant IV	18.03	
12235	Optical Dispenser	24.95	
12236	Optical Technician	18.18	
12250	Pharmacy Technician	18.26	
12280	Phlebotomist	18.60	
12305	Radiologic Technologist	36.98	
12311	Registered Nurse I	29.78	
12312	Registered Nurse II	34.81	
12313	Registered Nurse II, Specialist	34.81	
12314	Registered Nurse III	40.02	
12315	Registered Nurse III, Anesthetist	40.02	
12316	Registered Nurse IV	47.94	
12317	Scheduler (Drug and Alcohol Testing)	32.09	
12320	Substance Abuse Treatment Counselor	25.72	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.84	
13012	Exhibits Specialist II	29.52	
13013	Exhibits Specialist III	36.12	
13041	Illustrator I	23.84	
13042	Illustrator II	29.52	
13043	Illustrator III	36.12	
13047	Librarian	32.71	
13050	Library Aide/Clerk	15.46	***
13054	Library Information Technology Systems Administrator	29.52	
13058	Library Technician	23.73	
13061	Media Specialist I	21.30	
13062	Media Specialist II	23.84	
13063	Media Specialist III	26.58	
13071	Photographer I	20.21	
13072	Photographer II	22.61	
13073	Photographer III	28.01	
13074	Photographer IV	34.26	
13075	Photographer V	41.44	
13090	Technical Order Library Clerk	19.42	

13110	Video Teleconference Technician	24.56	
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8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.08	
14042	Computer Operator II	20.22	
14043	Computer Operator III	22.54	
14044	Computer Operator IV	25.05	
14045	Computer Operator V	27.74	
14071	Computer Programmer I	(see 1)	22.53
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	18.08	
14160	Personal Computer Support Technician	25.50	
14170	System Support Specialist	27.74	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.49	
15020	Aircrew Training Devices Instructor (Rated)	40.50	
15030	Air Crew Training Devices Instructor (Pilot)	48.56	
15050	Computer Based Training Specialist / Instructor	33.49	
15060	Educational Technologist	29.84	
15070	Flight Instructor (Pilot)	48.56	
15080	Graphic Artist	29.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.56	
15086	Maintenance Test Pilot, Rotary Wing	48.56	
15088	Non-Maintenance Test/Co-Pilot	48.56	
15090	Technical Instructor	29.89	
15095	Technical Instructor/Course Developer	36.56	
15110	Test Proctor	24.12	
15120	Tutor	24.12	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.51	
19040	Tool And Die Maker	28.53	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.90	
21030	Material Coordinator	27.87	
21040	Material Expediter	27.87	
21050	Material Handling Laborer	17.04	
21071	Order Filler	14.67	***
21080	Production Line Worker (Food Processing)	19.90	
21110	Shipping Packer	18.51	
21130	Shipping/Receiving Clerk	18.51	
21140	Store Worker I	15.29	***

21150	Stock Clerk	18.84
21210	Tools And Parts Attendant	19.90
21410	Warehouse Specialist	19.90

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	37.65	
23019	Aircraft Logs and Records Technician	32.02	
23021	Aircraft Mechanic I	36.29	
23022	Aircraft Mechanic II	37.65	
23023	Aircraft Mechanic III	39.10	
23040	Aircraft Mechanic Helper	29.24	
23050	Aircraft, Painter	34.87	
23060	Aircraft Servicer	32.02	
23070	Aircraft Survival Flight Equipment Technician	34.87	
23080	Aircraft Worker	33.47	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.47	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.29	
23110	Appliance Mechanic	22.95	
23120	Bicycle Repairer	20.52	
23125	Cable Splicer	46.42	
23130	Carpenter, Maintenance	26.81	
23140	Carpet Layer	26.15	
23160	Electrician, Maintenance	29.21	
23181	Electronics Technician Maintenance I	30.12	
23182	Electronics Technician Maintenance II	31.37	
23183	Electronics Technician Maintenance III	32.67	
23260	Fabric Worker	27.39	
23290	Fire Alarm System Mechanic	23.68	
23310	Fire Extinguisher Repairer	26.26	
23311	Fuel Distribution System Mechanic	36.48	
23312	Fuel Distribution System Operator	30.87	
23370	General Maintenance Worker	22.96	
23380	Ground Support Equipment Mechanic	36.29	
23381	Ground Support Equipment Servicer	32.02	
23382	Ground Support Equipment Worker	33.47	
23391	Gunsmith I	26.26	
23392	Gunsmith II	28.63	
23393	Gunsmith III	31.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.98	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.08	
23430	Heavy Equipment Mechanic	30.05	
23440	Heavy Equipment Operator	30.34	
23460	Instrument Mechanic	30.06	
23465	Laboratory/Shelter Mechanic	29.82	
23470	Laborer	17.04	
23510	Locksmith	28.71	
23530	Machinery Maintenance Mechanic	27.16	
23550	Machinist, Maintenance	23.22	
23580	Maintenance Trades Helper	17.97	
23591	Metrology Technician I	30.06	
23592	Metrology Technician II	31.21	
23593	Metrology Technician III	32.41	
23640	Millwright	31.04	
23710	Office Appliance Repairer	23.29	
23760	Painter, Maintenance	22.68	
23790	Pipefitter, Maintenance	29.91	
23810	Plumber, Maintenance	28.75	
23820	Pneudraulic Systems Mechanic	31.04	
23850	Rigger	29.63	
23870	Scale Mechanic	28.63	
23890	Sheet-Metal Worker, Maintenance	29.34	
23910	Small Engine Mechanic	20.52	
23931	Telecommunications Mechanic I	34.94	
23932	Telecommunications Mechanic II	36.27	
23950	Telephone Lineman	41.77	
23960	Welder, Combination, Maintenance	26.94	
23965	Well Driller	31.04	
23970	Woodcraft Worker	31.04	

23980	Woodworker	26.26	
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14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.03	
24570	Child Care Attendant	13.43	***
24580	Child Care Center Clerk	16.75	
24610	Chore Aide	14.61	***
24620	Family Readiness And Support Services Coordinator	18.03	
24630	Homemaker	18.03	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.40	
25040	Sewage Plant Operator	27.98	
25070	Stationary Engineer	29.40	
25190	Ventilation Equipment Tender	23.69	
25210	Water Treatment Plant Operator	27.98	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.08	
27007	Baggage Inspector	16.31	
27008	Corrections Officer	35.68	
27010	Court Security Officer	32.37	
27030	Detection Dog Handler	18.24	
27040	Detention Officer	35.68	
27070	Firefighter	30.25	
27101	Guard I	16.31	
27102	Guard II	18.24	
27131	Police Officer I	28.28	
27132	Police Officer II	31.43	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.39	
28042	Carnival Equipment Repairer	18.26	
28043	Carnival Worker	13.60	***
28210	Gate Attendant/Gate Tender	17.82	
28310	Lifeguard	14.29	***
28350	Park Attendant (Aide)	19.93	
28510	Recreation Aide/Health Facility Attendant	14.55	***
28515	Recreation Specialist	23.77	
28630	Sports Official	15.88	***
28690	Swimming Pool Operator	19.91	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.63	
29020	Hatch Tender	28.63	
29030	Line Handler	28.63	
29041	Stevedore I	27.39	
29042	Stevedore II	29.82	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	18.88	
30022	Archeological Technician II	21.12	
30023	Archeological Technician III	26.17	
30030	Cartographic Technician	26.17	
30040	Civil Engineering Technician	26.06	
30051	Cryogenic Technician I	28.98	
30052	Cryogenic Technician II	32.02	
30061	Drafter/CAD Operator I	18.88	

30062	Drafter/CAD Operator II	21.12
30063	Drafter/CAD Operator III	23.55
30064	Drafter/CAD Operator IV	28.98
30081	Engineering Technician I	18.85
30082	Engineering Technician II	21.15
30083	Engineering Technician III	23.66
30084	Engineering Technician IV	29.32
30085	Engineering Technician V	35.87
30086	Engineering Technician VI	43.38
30090	Environmental Technician	30.55
30095	Evidence Control Specialist	26.17
30210	Laboratory Technician	23.62
30221	Latent Fingerprint Technician I	28.98
30222	Latent Fingerprint Technician II	32.02
30240	Mathematical Technician	27.65
30361	Paralegal/Legal Assistant I	22.72
30362	Paralegal/Legal Assistant II	28.15
30363	Paralegal/Legal Assistant III	34.43
30364	Paralegal/Legal Assistant IV	41.65
30375	Petroleum Supply Specialist	32.02
30390	Photo-Optics Technician	26.17
30395	Radiation Control Technician	32.02
30461	Technical Writer I	27.40
30462	Technical Writer II	33.52
30463	Technical Writer III	40.56
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.98
30502	Weather Forecaster II	35.25
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.04
30621	Weather Observer, Senior	(see 2) 26.17

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	15.57	***
31030	Bus Driver	19.94	
31043	Driver Courier	17.53	
31260	Parking and Lot Attendant	13.64	***
31290	Shuttle Bus Driver	17.73	
31310	Taxi Driver	15.90	***
31361	Truckdriver, Light	18.41	
31362	Truckdriver, Medium	19.20	
31363	Truckdriver, Heavy	23.97	
31364	Truckdriver, Tractor-Trailer	23.97	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	13.84	***
99050	Desk Clerk	13.99	***
99095	Embalmer	37.72	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	17.07	
99252	Laboratory Animal Caretaker II	17.93	
99260	Marketing Analyst	32.51	
99310	Mortician	38.43	
99410	Pest Controller	18.39	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	21.34	
99711	Recycling Specialist	24.47	
99730	Refuse Collector	19.55	
99810	Sales Clerk	14.26	***
99820	School Crossing Guard	18.18	
99830	Survey Party Chief	30.94	

99831	Surveying Aide	22.15
99832	Surveying Technician	29.52
99840	Vending Machine Attendant	19.69
99841	Vending Machine Repairer	22.55
99842	Vending Machine Repairer Helper	19.69

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4085

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to Bellingham town in Norfolk County

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.21	
01012	Accounting Clerk II	20.43	
01013	Accounting Clerk III	22.86	
01020	Administrative Assistant	34.33	
01035	Court Reporter	27.46	
01041	Customer Service Representative I	14.78	***
01042	Customer Service Representative II	16.29	
01043	Customer Service Representative III	18.12	
01051	Data Entry Operator I	16.65	
01052	Data Entry Operator II	18.17	
01060	Dispatcher, Motor Vehicle	22.67	
01070	Document Preparation Clerk	19.87	
01090	Duplicating Machine Operator	19.87	
01111	General Clerk I	15.25	***
01112	General Clerk II	16.64	
01113	General Clerk III	18.68	
01120	Housing Referral Assistant	22.58	
01141	Messenger Courier	17.60	
01191	Order Clerk I	16.74	
01192	Order Clerk II	18.27	
01261	Personnel Assistant (Employment) I	18.22	

01262	Personnel Assistant (Employment) II	20.38
01263	Personnel Assistant (Employment) III	22.72
01270	Production Control Clerk	27.87
01290	Rental Clerk	17.26
01300	Scheduler, Maintenance	18.10
01311	Secretary I	18.10
01312	Secretary II	20.25
01313	Secretary III	22.58
01320	Service Order Dispatcher	20.26
01410	Supply Technician	34.33
01420	Survey Worker	22.58
01460	Switchboard Operator/Receptionist	17.66
01531	Travel Clerk I	16.66
01532	Travel Clerk II	17.68
01533	Travel Clerk III	18.53
01611	Word Processor I	18.02
01612	Word Processor II	20.22
01613	Word Processor III	22.62

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.98	
05010	Automotive Electrician	21.93	
05040	Automotive Glass Installer	21.06	
05070	Automotive Worker	21.06	
05110	Mobile Equipment Servicer	19.31	
05130	Motor Equipment Metal Mechanic	22.82	
05160	Motor Equipment Metal Worker	21.06	
05190	Motor Vehicle Mechanic	22.82	
05220	Motor Vehicle Mechanic Helper	18.39	
05250	Motor Vehicle Upholstery Worker	20.14	
05280	Motor Vehicle Wrecker	21.06	
05310	Painter, Automotive	21.93	
05340	Radiator Repair Specialist	21.06	
05370	Tire Repairer	17.80	
05400	Transmission Repair Specialist	22.82	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.88	***
07041	Cook I	18.37	
07042	Cook II	20.03	
07070	Dishwasher	13.88	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	20.73	
07260	Waiter/Waitress	12.77	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.33	
09040	Furniture Handler	13.57	***
09080	Furniture Refinisher	18.74	
09090	Furniture Refinisher Helper	15.71	***
09110	Furniture Repairer, Minor	17.21	
09130	Upholsterer	20.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.62	***
11090	Gardener	22.45	
11122	Housekeeping Aide	14.62	***
11150	Janitor	14.62	***
11210	Laborer, Grounds Maintenance	18.24	
11240	Maid or Houseman	14.62	***
11260	Pruner	16.88	
11270	Tractor Operator	21.37	
11330	Trail Maintenance Worker	18.24	

11360	Window Cleaner	15.80	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.05	
12011	Breath Alcohol Technician	25.90	
12012	Certified Occupational Therapist Assistant	29.97	
12015	Certified Physical Therapist Assistant	31.81	
12020	Dental Assistant	23.21	
12025	Dental Hygienist	39.68	
12030	EKG Technician	44.68	
12035	Electroneurodiagnostic Technologist	44.68	
12040	Emergency Medical Technician	20.05	
12071	Licensed Practical Nurse I	23.15	
12072	Licensed Practical Nurse II	25.90	
12073	Licensed Practical Nurse III	28.87	
12100	Medical Assistant	18.20	
12130	Medical Laboratory Technician	30.81	
12160	Medical Record Clerk	20.57	
12190	Medical Record Technician	24.13	
12195	Medical Transcriptionist	21.46	
12210	Nuclear Medicine Technologist	49.59	
12221	Nursing Assistant I	13.09	***
12222	Nursing Assistant II	14.71	***
12223	Nursing Assistant III	16.05	***
12224	Nursing Assistant IV	18.03	
12235	Optical Dispenser	24.95	
12236	Optical Technician	18.18	
12250	Pharmacy Technician	18.26	
12280	Phlebotomist	18.60	
12305	Radiologic Technologist	36.98	
12311	Registered Nurse I	26.72	
12312	Registered Nurse II	32.68	
12313	Registered Nurse II, Specialist	32.68	
12314	Registered Nurse III	39.53	
12315	Registered Nurse III, Anesthetist	39.53	
12316	Registered Nurse IV	47.38	
12317	Scheduler (Drug and Alcohol Testing)	32.09	
12320	Substance Abuse Treatment Counselor	25.72	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.84	
13012	Exhibits Specialist II	29.52	
13013	Exhibits Specialist III	36.12	
13041	Illustrator I	23.84	
13042	Illustrator II	29.52	
13043	Illustrator III	36.12	
13047	Librarian	32.71	
13050	Library Aide/Clerk	15.46	***
13054	Library Information Technology Systems Administrator	29.52	
13058	Library Technician	23.73	
13061	Media Specialist I	21.30	
13062	Media Specialist II	23.84	
13063	Media Specialist III	26.58	
13071	Photographer I	20.21	
13072	Photographer II	22.61	
13073	Photographer III	28.01	
13074	Photographer IV	34.26	
13075	Photographer V	41.44	
13090	Technical Order Library Clerk	19.42	
13110	Video Teleconference Technician	25.01	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.08	
14042	Computer Operator II	20.22	
14043	Computer Operator III	22.54	
14044	Computer Operator IV	25.05	

14045	Computer Operator V		27.74
14071	Computer Programmer I	(see 1)	25.43
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.08
14160	Personal Computer Support Technician		25.05
14170	System Support Specialist		27.74

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		33.49	
15020	Aircrew Training Devices Instructor (Rated)		40.50	
15030	Air Crew Training Devices Instructor (Pilot)		48.56	
15050	Computer Based Training Specialist / Instructor		33.49	
15060	Educational Technologist		29.84	
15070	Flight Instructor (Pilot)		48.56	
15080	Graphic Artist		33.41	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.56	
15086	Maintenance Test Pilot, Rotary Wing		48.56	
15088	Non-Maintenance Test/Co-Pilot		48.56	
15090	Technical Instructor		29.89	
15095	Technical Instructor/Course Developer		36.56	
15110	Test Proctor		24.12	
15120	Tutor		24.12	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.51	
19040	Tool And Die Maker		28.53	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.90	
21030	Material Coordinator		27.87	
21040	Material Expediter		27.87	
21050	Material Handling Laborer		17.04	
21071	Order Filler		14.67	***
21080	Production Line Worker (Food Processing)		19.90	
21110	Shipping Packer		18.51	
21130	Shipping/Receiving Clerk		18.51	
21140	Store Worker I		15.29	***
21150	Stock Clerk		18.84	
21210	Tools And Parts Attendant		19.90	
21410	Warehouse Specialist		19.90	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		37.65	
23019	Aircraft Logs and Records Technician		30.41	

23021	Aircraft Mechanic I	36.29
23022	Aircraft Mechanic II	37.65
23023	Aircraft Mechanic III	39.10
23040	Aircraft Mechanic Helper	29.11
23050	Aircraft, Painter	33.52
23060	Aircraft Servicer	30.41
23070	Aircraft Survival Flight Equipment Technician	33.52
23080	Aircraft Worker	31.99
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	31.99
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.29
23110	Appliance Mechanic	23.63
23120	Bicycle Repairer	23.45
23125	Cable Splicer	46.42
23130	Carpenter, Maintenance	26.81
23140	Carpet Layer	26.15
23160	Electrician, Maintenance	29.21
23181	Electronics Technician Maintenance I	30.09
23182	Electronics Technician Maintenance II	31.35
23183	Electronics Technician Maintenance III	32.63
23260	Fabric Worker	27.39
23290	Fire Alarm System Mechanic	23.68
23310	Fire Extinguisher Repairer	26.26
23311	Fuel Distribution System Mechanic	36.48
23312	Fuel Distribution System Operator	30.87
23370	General Maintenance Worker	22.96
23380	Ground Support Equipment Mechanic	36.29
23381	Ground Support Equipment Servicer	30.41
23382	Ground Support Equipment Worker	31.99
23391	Gunsmith I	26.26
23392	Gunsmith II	28.63
23393	Gunsmith III	31.04
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.98
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.08
23430	Heavy Equipment Mechanic	30.05
23440	Heavy Equipment Operator	30.34
23460	Instrument Mechanic	30.06
23465	Laboratory/Shelter Mechanic	29.82
23470	Laborer	17.04
23510	Locksmith	28.71
23530	Machinery Maintenance Mechanic	27.16
23550	Machinist, Maintenance	23.22
23580	Maintenance Trades Helper	17.97
23591	Metrology Technician I	30.06
23592	Metrology Technician II	31.21
23593	Metrology Technician III	32.41
23640	Millwright	31.04
23710	Office Appliance Repairer	23.29
23760	Painter, Maintenance	22.68
23790	Pipefitter, Maintenance	29.91
23810	Plumber, Maintenance	28.75
23820	Pneudraulic Systems Mechanic	31.04
23850	Rigger	29.63
23870	Scale Mechanic	28.63
23890	Sheet-Metal Worker, Maintenance	29.34
23910	Small Engine Mechanic	20.98
23931	Telecommunications Mechanic I	34.94
23932	Telecommunications Mechanic II	36.27
23950	Telephone Lineman	41.77
23960	Welder, Combination, Maintenance	26.94
23965	Well Driller	31.04
23970	Woodcraft Worker	31.04
23980	Woodworker	26.26

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.03	
24570	Child Care Attendant	13.43	***
24580	Child Care Center Clerk	16.75	
24610	Chore Aide	14.61	***

24620	Family Readiness And Support Services Coordinator	18.03
24630	Homemaker	18.03

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.40	
25040	Sewage Plant Operator	27.98	
25070	Stationary Engineer	29.40	
25190	Ventilation Equipment Tender	23.69	
25210	Water Treatment Plant Operator	27.98	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.08	
27007	Baggage Inspector	16.31	
27008	Corrections Officer	35.68	
27010	Court Security Officer	32.37	
27030	Detection Dog Handler	18.24	
27040	Detention Officer	35.68	
27070	Firefighter	30.25	
27101	Guard I	16.31	
27102	Guard II	18.24	
27131	Police Officer I	28.28	
27132	Police Officer II	31.43	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.39	
28042	Carnival Equipment Repairer	18.26	
28043	Carnival Worker	13.60	***
28210	Gate Attendant/Gate Tender	17.82	
28310	Lifeguard	14.29	***
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	20.33	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.63	
29020	Hatch Tender	28.63	
29030	Line Handler	28.63	
29041	Stevedore I	27.39	
29042	Stevedore II	29.82	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	20.28	
30022	Archeological Technician II	21.12	
30023	Archeological Technician III	26.17	
30030	Cartographic Technician	26.17	
30040	Civil Engineering Technician	26.06	
30051	Cryogenic Technician I	28.98	
30052	Cryogenic Technician II	32.02	
30061	Drafter/CAD Operator I	20.28	
30062	Drafter/CAD Operator II	21.12	
30063	Drafter/CAD Operator III	23.55	
30064	Drafter/CAD Operator IV	28.98	
30081	Engineering Technician I	18.85	
30082	Engineering Technician II	21.15	
30083	Engineering Technician III	23.66	
30084	Engineering Technician IV	29.32	
30085	Engineering Technician V	35.87	

30086	Engineering Technician VI	43.38
30090	Environmental Technician	30.55
30095	Evidence Control Specialist	26.17
30210	Laboratory Technician	24.71
30221	Latent Fingerprint Technician I	28.98
30222	Latent Fingerprint Technician II	32.02
30240	Mathematical Technician	27.65
30361	Paralegal/Legal Assistant I	22.72
30362	Paralegal/Legal Assistant II	28.15
30363	Paralegal/Legal Assistant III	34.43
30364	Paralegal/Legal Assistant IV	41.65
30375	Petroleum Supply Specialist	32.02
30390	Photo-Optics Technician	26.17
30395	Radiation Control Technician	32.02
30461	Technical Writer I	27.40
30462	Technical Writer II	33.52
30463	Technical Writer III	40.56
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	28.98
30502	Weather Forecaster II	35.25
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.55
30621	Weather Observer, Senior	(see 2) 26.17

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	15.53	***
31030	Bus Driver	19.94	
31043	Driver Courier	17.53	
31260	Parking and Lot Attendant	13.85	***
31290	Shuttle Bus Driver	17.70	
31310	Taxi Driver	15.90	***
31361	Truckdriver, Light	18.41	
31362	Truckdriver, Medium	19.20	
31363	Truckdriver, Heavy	23.97	
31364	Truckdriver, Tractor-Trailer	23.97	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	13.84	***
99050	Desk Clerk	13.99	***
99095	Embalmer	30.74	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	17.07	
99252	Laboratory Animal Caretaker II	17.93	
99260	Marketing Analyst	32.51	
99310	Mortician	30.74	
99410	Pest Controller	18.39	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	20.87	
99711	Recycling Specialist	24.47	
99730	Refuse Collector	19.55	
99810	Sales Clerk	14.26	***
99820	School Crossing Guard	18.18	
99830	Survey Party Chief	30.59	
99831	Surveying Aide	23.94	
99832	Surveying Technician	29.52	
99840	Vending Machine Attendant	19.35	
99841	Vending Machine Repairer	22.15	
99842	Vending Machine Repairer Helper	19.35	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4087

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination is applicable to the following cities and towns in
BRISTOL COUNTY: Fall River, Somerset, Swansea, Westport

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.21	
01012	Accounting Clerk II	20.43	
01013	Accounting Clerk III	22.86	
01020	Administrative Assistant	34.33	
01035	Court Reporter	30.56	
01041	Customer Service Representative I	14.78	***
01042	Customer Service Representative II	16.29	
01043	Customer Service Representative III	18.12	
01051	Data Entry Operator I	16.65	
01052	Data Entry Operator II	18.17	
01060	Dispatcher, Motor Vehicle	22.67	
01070	Document Preparation Clerk	19.87	
01090	Duplicating Machine Operator	19.87	
01111	General Clerk I	15.25	***
01112	General Clerk II	16.64	
01113	General Clerk III	18.68	
01120	Housing Referral Assistant	23.44	
01141	Messenger Courier	17.60	
01191	Order Clerk I	16.74	
01192	Order Clerk II	18.27	

01261	Personnel Assistant (Employment) I	18.22
01262	Personnel Assistant (Employment) II	20.38
01263	Personnel Assistant (Employment) III	22.72
01270	Production Control Clerk	27.87
01290	Rental Clerk	17.83
01300	Scheduler, Maintenance	18.80
01311	Secretary I	18.80
01312	Secretary II	21.03
01313	Secretary III	23.44
01320	Service Order Dispatcher	20.26
01410	Supply Technician	34.33
01420	Survey Worker	22.58
01460	Switchboard Operator/Receptionist	17.66
01531	Travel Clerk I	16.66
01532	Travel Clerk II	17.68
01533	Travel Clerk III	18.53
01611	Word Processor I	18.02
01612	Word Processor II	20.22
01613	Word Processor III	22.62

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.65	
05010	Automotive Electrician	21.99	
05040	Automotive Glass Installer	21.06	
05070	Automotive Worker	21.06	
05110	Mobile Equipment Servicer	19.31	
05130	Motor Equipment Metal Mechanic	22.95	
05160	Motor Equipment Metal Worker	21.06	
05190	Motor Vehicle Mechanic	22.95	
05220	Motor Vehicle Mechanic Helper	18.39	
05250	Motor Vehicle Upholstery Worker	20.14	
05280	Motor Vehicle Wrecker	21.06	
05310	Painter, Automotive	21.99	
05340	Radiator Repair Specialist	21.06	
05370	Tire Repairer	17.77	
05400	Transmission Repair Specialist	22.95	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.88	***
07041	Cook I	18.37	
07042	Cook II	20.03	
07070	Dishwasher	13.88	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	20.73	
07260	Waiter/Waitress	12.77	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.33	
09040	Furniture Handler	13.41	***
09080	Furniture Refinisher	18.74	
09090	Furniture Refinisher Helper	15.71	***
09110	Furniture Repairer, Minor	17.21	
09130	Upholsterer	20.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.62	***
11090	Gardener	22.45	
11122	Housekeeping Aide	14.62	***
11150	Janitor	14.62	***
11210	Laborer, Grounds Maintenance	18.24	
11240	Maid or Houseman	14.62	***
11260	Pruner	16.88	
11270	Tractor Operator	21.37	

11330	Trail Maintenance Worker	18.24	
11360	Window Cleaner	15.80	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.41	
12011	Breath Alcohol Technician	25.90	
12012	Certified Occupational Therapist Assistant	29.97	
12015	Certified Physical Therapist Assistant	31.81	
12020	Dental Assistant	23.21	
12025	Dental Hygienist	41.58	
12030	EKG Technician	44.68	
12035	Electroneurodiagnostic Technologist	44.68	
12040	Emergency Medical Technician	20.41	
12071	Licensed Practical Nurse I	23.15	
12072	Licensed Practical Nurse II	25.90	
12073	Licensed Practical Nurse III	28.87	
12100	Medical Assistant	18.20	
12130	Medical Laboratory Technician	30.81	
12160	Medical Record Clerk	20.57	
12190	Medical Record Technician	24.13	
12195	Medical Transcriptionist	21.46	
12210	Nuclear Medicine Technologist	49.59	
12221	Nursing Assistant I	13.09	***
12222	Nursing Assistant II	14.71	***
12223	Nursing Assistant III	16.05	***
12224	Nursing Assistant IV	18.03	
12235	Optical Dispenser	24.95	
12236	Optical Technician	19.18	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	18.60	
12305	Radiologic Technologist	36.98	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.09	
12320	Substance Abuse Treatment Counselor	25.72	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.84	
13012	Exhibits Specialist II	29.52	
13013	Exhibits Specialist III	36.12	
13041	Illustrator I	23.84	
13042	Illustrator II	29.52	
13043	Illustrator III	36.12	
13047	Librarian	34.75	
13050	Library Aide/Clerk	17.29	
13054	Library Information Technology Systems Administrator	29.18	
13058	Library Technician	23.73	
13061	Media Specialist I	21.30	
13062	Media Specialist II	23.84	
13063	Media Specialist III	26.58	
13071	Photographer I	20.21	
13072	Photographer II	22.61	
13073	Photographer III	28.01	
13074	Photographer IV	34.26	
13075	Photographer V	41.44	
13090	Technical Order Library Clerk	19.42	
13110	Video Teleconference Technician	25.65	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.71	
14042	Computer Operator II	22.05	
14043	Computer Operator III	24.58	

14044	Computer Operator IV		27.32
14045	Computer Operator V		30.25
14071	Computer Programmer I	(see 1)	24.68
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.71
14160	Personal Computer Support Technician		27.32
14170	System Support Specialist		28.19

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		48.81	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		32.16	
15070	Flight Instructor (Pilot)		48.81	
15080	Graphic Artist		31.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.56	
15086	Maintenance Test Pilot, Rotary Wing		48.56	
15088	Non-Maintenance Test/Co-Pilot		48.56	
15090	Technical Instructor		29.89	
15095	Technical Instructor/Course Developer		36.56	
15110	Test Proctor		24.12	
15120	Tutor		24.12	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.93	
19040	Tool And Die Maker		29.02	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.90	
21030	Material Coordinator		27.87	
21040	Material Expediter		27.87	
21050	Material Handling Laborer		17.04	
21071	Order Filler		16.53	
21080	Production Line Worker (Food Processing)		19.90	
21110	Shipping Packer		19.08	
21130	Shipping/Receiving Clerk		19.08	
21140	Store Worker I		15.29	***
21150	Stock Clerk		18.84	
21210	Tools And Parts Attendant		19.90	
21410	Warehouse Specialist		19.90	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.82	

23019	Aircraft Logs and Records Technician	32.02
23021	Aircraft Mechanic I	37.40
23022	Aircraft Mechanic II	38.82
23023	Aircraft Mechanic III	40.30
23040	Aircraft Mechanic Helper	29.24
23050	Aircraft, Painter	34.87
23060	Aircraft Servicer	32.02
23070	Aircraft Survival Flight Equipment Technician	34.87
23080	Aircraft Worker	33.47
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.47
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	37.40
23110	Appliance Mechanic	26.66
23120	Bicycle Repairer	22.74
23125	Cable Splicer	46.42
23130	Carpenter, Maintenance	28.56
23140	Carpet Layer	27.74
23160	Electrician, Maintenance	32.18
23181	Electronics Technician Maintenance I	30.94
23182	Electronics Technician Maintenance II	32.23
23183	Electronics Technician Maintenance III	33.55
23260	Fabric Worker	27.39
23290	Fire Alarm System Mechanic	24.63
23310	Fire Extinguisher Repairer	26.26
23311	Fuel Distribution System Mechanic	37.64
23312	Fuel Distribution System Operator	30.87
23370	General Maintenance Worker	25.32
23380	Ground Support Equipment Mechanic	37.40
23381	Ground Support Equipment Servicer	32.02
23382	Ground Support Equipment Worker	33.47
23391	Gunsmith I	26.26
23392	Gunsmith II	28.63
23393	Gunsmith III	31.04
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.98
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.08
23430	Heavy Equipment Mechanic	30.05
23440	Heavy Equipment Operator	30.34
23460	Instrument Mechanic	30.06
23465	Laboratory/Shelter Mechanic	29.82
23470	Laborer	17.04
23510	Locksmith	29.02
23530	Machinery Maintenance Mechanic	27.83
23550	Machinist, Maintenance	25.30
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	30.06
23592	Metrology Technician II	32.08
23593	Metrology Technician III	33.41
23640	Millwright	31.04
23710	Office Appliance Repairer	24.24
23760	Painter, Maintenance	24.24
23790	Pipefitter, Maintenance	29.91
23810	Plumber, Maintenance	28.75
23820	Pneudraulic Systems Mechanic	31.04
23850	Rigger	29.63
23870	Scale Mechanic	28.63
23890	Sheet-Metal Worker, Maintenance	29.34
23910	Small Engine Mechanic	23.18
23931	Telecommunications Mechanic I	35.01
23932	Telecommunications Mechanic II	36.33
23950	Telephone Lineman	41.77
23960	Welder, Combination, Maintenance	27.02
23965	Well Driller	31.04
23970	Woodcraft Worker	31.04
23980	Woodworker	26.26

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.03	
24570	Child Care Attendant	14.11	***
24580	Child Care Center Clerk	17.60	

24610	Chore Aide	14.61	***
24620	Family Readiness And Support Services Coordinator	18.03	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.40	
25040	Sewage Plant Operator	27.98	
25070	Stationary Engineer	29.40	
25190	Ventilation Equipment Tender	23.69	
25210	Water Treatment Plant Operator	27.98	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.08	
27007	Baggage Inspector	16.67	
27008	Corrections Officer	35.68	
27010	Court Security Officer	32.37	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	35.68	
27070	Firefighter	30.25	
27101	Guard I	16.67	
27102	Guard II	18.95	
27131	Police Officer I	28.28	
27132	Police Officer II	31.43	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.39	
28042	Carnival Equipment Repairer	18.26	
28043	Carnival Worker	13.60	***
28210	Gate Attendant/Gate Tender	17.82	
28310	Lifeguard	14.29	***
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	20.33	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.63	
29020	Hatch Tender	28.63	
29030	Line Handler	28.63	
29041	Stevedore I	27.39	
29042	Stevedore II	29.82	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	26.54	
30051	Cryogenic Technician I	28.98	
30052	Cryogenic Technician II	32.02	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	18.85	
30082	Engineering Technician II	21.15	
30083	Engineering Technician III	23.66	
30084	Engineering Technician IV	29.32	

30085	Engineering Technician V		35.87
30086	Engineering Technician VI		43.38
30090	Environmental Technician		30.55
30095	Evidence Control Specialist		26.17
30210	Laboratory Technician		23.62
30221	Latent Fingerprint Technician I		28.98
30222	Latent Fingerprint Technician II		32.02
30240	Mathematical Technician		32.12
30361	Paralegal/Legal Assistant I		22.72
30362	Paralegal/Legal Assistant II		28.15
30363	Paralegal/Legal Assistant III		34.43
30364	Paralegal/Legal Assistant IV		41.65
30375	Petroleum Supply Specialist		32.02
30390	Photo-Optics Technician		29.20
30395	Radiation Control Technician		32.02
30461	Technical Writer I		27.40
30462	Technical Writer II		33.52
30463	Technical Writer III		40.56
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		32.34
30502	Weather Forecaster II		39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	26.27
30621	Weather Observer, Senior	(see 2)	29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	15.53	***
31030	Bus Driver	19.94	
31043	Driver Courier	17.53	
31260	Parking and Lot Attendant	13.64	***
31290	Shuttle Bus Driver	18.62	
31310	Taxi Driver	15.90	***
31361	Truckdriver, Light	18.41	
31362	Truckdriver, Medium	19.20	
31363	Truckdriver, Heavy	23.97	
31364	Truckdriver, Tractor-Trailer	23.97	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	13.84	***
99050	Desk Clerk	13.99	***
99095	Embalmer	36.23	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	17.74	
99252	Laboratory Animal Caretaker II	18.95	
99260	Marketing Analyst	32.51	
99310	Mortician	36.23	
99410	Pest Controller	18.39	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	21.34	
99711	Recycling Specialist	25.01	
99730	Refuse Collector	19.55	
99810	Sales Clerk	14.26	***
99820	School Crossing Guard	18.18	
99830	Survey Party Chief	32.47	
99831	Surveying Aide	23.10	
99832	Surveying Technician	29.52	
99840	Vending Machine Attendant	19.69	
99841	Vending Machine Repairer	22.55	
99842	Vending Machine Repairer Helper	19.69	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4095

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

Applicable in the state of Massachusetts as follows:

FRANKLIN COUNTY - Ashfield town, Conway town, Deerfield town, Leverett town, Shutesbury town, Sunderland town, Wendell town, Whately town

HAMPDEN COUNTY - Agawam city, Blandford town, Chester town, Chicopee city, East Longmeadow town, Granville town, Hampden town, Holyoke city, Longmeadow town, Ludlow town, Monson town, Montgomery town, Palmer town, Russell town, Southwick town, Springfield city, Tolland town, Wales town, West Springfield town, Westfield city, Wilbraham town

HAMPSHIRE COUNTY - Amherst town, Belchertown town, Chesterfield town, Cummington town, Easthampton town, Goshen town, Granby town, Hadley town, Hatfield town, Huntington town, Northampton city, Pelham town, South Hadley town, Southampton town, Ware town, Westhampton town, Williamsburg town, Worthington town

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.96	
01012	Accounting Clerk II	20.16	
01013	Accounting Clerk III	22.55	
01020	Administrative Assistant	28.64	
01035	Court Reporter	20.43	
01041	Customer Service Representative I	15.11	***
01042	Customer Service Representative II	16.98	
01043	Customer Service Representative III	18.54	
01051	Data Entry Operator I	19.86	

01052	Data Entry Operator II	21.67	
01060	Dispatcher, Motor Vehicle	22.73	
01070	Document Preparation Clerk	18.44	
01090	Duplicating Machine Operator	18.44	
01111	General Clerk I	15.19	***
01112	General Clerk II	16.58	
01113	General Clerk III	18.61	
01120	Housing Referral Assistant	22.78	
01141	Messenger Courier	16.82	
01191	Order Clerk I	18.35	
01192	Order Clerk II	20.02	
01261	Personnel Assistant (Employment) I	18.40	
01262	Personnel Assistant (Employment) II	20.59	
01263	Personnel Assistant (Employment) III	22.96	
01270	Production Control Clerk	27.41	
01290	Rental Clerk	17.31	
01300	Scheduler, Maintenance	18.26	
01311	Secretary I	18.26	
01312	Secretary II	20.43	
01313	Secretary III	22.78	
01320	Service Order Dispatcher	20.32	
01410	Supply Technician	28.64	
01420	Survey Worker	18.92	
01460	Switchboard Operator/Receptionist	16.90	
01531	Travel Clerk I	15.29	***
01532	Travel Clerk II	16.68	
01533	Travel Clerk III	18.13	
01611	Word Processor I	17.67	
01612	Word Processor II	19.85	
01613	Word Processor III	22.20	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.32	
05010	Automotive Electrician	21.66	
05040	Automotive Glass Installer	20.77	
05070	Automotive Worker	20.77	
05110	Mobile Equipment Servicer	19.00	
05130	Motor Equipment Metal Mechanic	22.55	
05160	Motor Equipment Metal Worker	20.77	
05190	Motor Vehicle Mechanic	22.55	
05220	Motor Vehicle Mechanic Helper	17.94	
05250	Motor Vehicle Upholstery Worker	19.97	
05280	Motor Vehicle Wrecker	20.77	
05310	Painter, Automotive	21.66	
05340	Radiator Repair Specialist	20.77	
05370	Tire Repairer	15.43	***
05400	Transmission Repair Specialist	22.55	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.20	
07041	Cook I	19.15	
07042	Cook II	20.93	
07070	Dishwasher	14.37	***
07130	Food Service Worker	14.77	***
07210	Meat Cutter	22.25	
07260	Waiter/Waitress	14.35	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.23	
09040	Furniture Handler	16.45	
09080	Furniture Refinisher	22.59	
09090	Furniture Refinisher Helper	19.06	
09110	Furniture Repairer, Minor	20.90	
09130	Upholsterer	21.23	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.06	***
11060	Elevator Operator	17.58	
11090	Gardener	21.68	
11122	Housekeeping Aide	17.58	
11150	Janitor	17.58	
11210	Laborer, Grounds Maintenance	17.79	
11240	Maid or Houseman	14.07	***
11260	Pruner	16.21	
11270	Tractor Operator	20.47	
11330	Trail Maintenance Worker	17.79	
11360	Window Cleaner	19.28	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.06	
12011	Breath Alcohol Technician	25.41	
12012	Certified Occupational Therapist Assistant	29.42	
12015	Certified Physical Therapist Assistant	30.16	
12020	Dental Assistant	22.29	
12025	Dental Hygienist	40.08	
12030	EKG Technician	29.50	
12035	Electroneurodiagnostic Technologist	29.50	
12040	Emergency Medical Technician	22.06	
12071	Licensed Practical Nurse I	22.72	
12072	Licensed Practical Nurse II	25.41	
12073	Licensed Practical Nurse III	28.33	
12100	Medical Assistant	18.82	
12130	Medical Laboratory Technician	30.66	
12160	Medical Record Clerk	20.49	
12190	Medical Record Technician	22.92	
12195	Medical Transcriptionist	20.86	
12210	Nuclear Medicine Technologist	47.11	
12221	Nursing Assistant I	13.89	***
12222	Nursing Assistant II	15.62	***
12223	Nursing Assistant III	17.04	
12224	Nursing Assistant IV	19.12	
12235	Optical Dispenser	27.34	
12236	Optical Technician	22.72	
12250	Pharmacy Technician	17.54	
12280	Phlebotomist	21.56	
12305	Radiologic Technologist	30.61	
12311	Registered Nurse I	29.56	
12312	Registered Nurse II	36.16	
12313	Registered Nurse II, Specialist	36.16	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.44	
12317	Scheduler (Drug and Alcohol Testing)	31.49	
12320	Substance Abuse Treatment Counselor	24.25	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.79	
13012	Exhibits Specialist II	29.48	
13013	Exhibits Specialist III	36.05	
13041	Illustrator I	23.79	
13042	Illustrator II	29.48	
13043	Illustrator III	36.05	
13047	Librarian	32.64	
13050	Library Aide/Clerk	17.30	
13054	Library Information Technology Systems Administrator	29.48	
13058	Library Technician	21.18	
13061	Media Specialist I	21.27	
13062	Media Specialist II	23.79	
13063	Media Specialist III	26.52	
13071	Photographer I	18.12	
13072	Photographer II	20.75	

13073	Photographer III	25.71
13074	Photographer IV	31.45
13075	Photographer V	38.05
13090	Technical Order Library Clerk	21.72
13110	Video Teleconference Technician	24.75

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.51	
14042	Computer Operator II	22.34	
14043	Computer Operator III	24.75	
14044	Computer Operator IV	27.68	
14045	Computer Operator V	30.66	
14071	Computer Programmer I	(see 1)	23.30
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	19.51	
14160	Personal Computer Support Technician	27.68	
14170	System Support Specialist	39.52	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.41	
15020	Aircrew Training Devices Instructor (Rated)	39.24	
15030	Air Crew Training Devices Instructor (Pilot)	47.00	
15050	Computer Based Training Specialist / Instructor	32.41	
15060	Educational Technologist	31.19	
15070	Flight Instructor (Pilot)	47.00	
15080	Graphic Artist	27.67	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.98	
15086	Maintenance Test Pilot, Rotary Wing	46.98	
15088	Non-Maintenance Test/Co-Pilot	46.98	
15090	Technical Instructor	26.85	
15095	Technical Instructor/Course Developer	32.84	
15110	Test Proctor	21.67	
15120	Tutor	21.67	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	15.58	***
16030	Counter Attendant	15.58	***
16040	Dry Cleaner	17.80	
16070	Finisher, Flatwork, Machine	15.58	***
16090	Presser, Hand	15.58	***
16110	Presser, Machine, Drycleaning	15.58	***
16130	Presser, Machine, Shirts	15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	15.58	***
16190	Sewing Machine Operator	18.54	
16220	Tailor	19.28	
16250	Washer, Machine	16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.38	
19040	Tool And Die Maker	29.40	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.98	
21030	Material Coordinator	27.41	
21040	Material Expediter	27.41	
21050	Material Handling Laborer	17.18	
21071	Order Filler	16.62	

21080	Production Line Worker (Food Processing)	18.98
21110	Shipping Packer	19.41
21130	Shipping/Receiving Clerk	19.41
21140	Store Worker I	15.12 ***
21150	Stock Clerk	19.83
21210	Tools And Parts Attendant	18.98
21410	Warehouse Specialist	18.98

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	37.96	
23019	Aircraft Logs and Records Technician	32.45	
23021	Aircraft Mechanic I	36.64	
23022	Aircraft Mechanic II	37.96	
23023	Aircraft Mechanic III	39.39	
23040	Aircraft Mechanic Helper	29.14	
23050	Aircraft, Painter	35.20	
23060	Aircraft Servicer	32.45	
23070	Aircraft Survival Flight Equipment Technician	35.20	
23080	Aircraft Worker	33.75	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.75	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.64	
23110	Appliance Mechanic	24.57	
23120	Bicycle Repairer	21.31	
23125	Cable Splicer	45.90	
23130	Carpenter, Maintenance	28.05	
23140	Carpet Layer	25.92	
23160	Electrician, Maintenance	34.02	
23181	Electronics Technician Maintenance I	35.90	
23182	Electronics Technician Maintenance II	37.44	
23183	Electronics Technician Maintenance III	39.23	
23260	Fabric Worker	28.94	
23290	Fire Alarm System Mechanic	28.73	
23310	Fire Extinguisher Repairer	27.52	
23311	Fuel Distribution System Mechanic	38.37	
23312	Fuel Distribution System Operator	32.33	
23370	General Maintenance Worker	22.52	
23380	Ground Support Equipment Mechanic	36.64	
23381	Ground Support Equipment Servicer	32.45	
23382	Ground Support Equipment Worker	33.75	
23391	Gunsmith I	27.52	
23392	Gunsmith II	30.09	
23393	Gunsmith III	32.66	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.45	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.55	
23430	Heavy Equipment Mechanic	29.42	
23440	Heavy Equipment Operator	32.33	
23460	Instrument Mechanic	32.42	
23465	Laboratory/Shelter Mechanic	31.38	
23470	Laborer	17.18	
23510	Locksmith	28.04	
23530	Machinery Maintenance Mechanic	27.91	
23550	Machinist, Maintenance	25.61	
23580	Maintenance Trades Helper	17.69	
23591	Metrology Technician I	32.42	
23592	Metrology Technician II	33.58	
23593	Metrology Technician III	34.85	
23640	Millwright	31.91	
23710	Office Appliance Repairer	23.93	
23760	Painter, Maintenance	22.95	
23790	Pipefitter, Maintenance	33.91	
23810	Plumber, Maintenance	32.58	
23820	Pneudraulic Systems Mechanic	32.66	
23850	Rigger	32.66	
23870	Scale Mechanic	30.09	
23890	Sheet-Metal Worker, Maintenance	31.83	
23910	Small Engine Mechanic	21.38	
23931	Telecommunications Mechanic I	40.98	
23932	Telecommunications Mechanic II	42.46	

23950	Telephone Lineman	36.85	
23960	Welder, Combination, Maintenance	24.98	
23965	Well Driller	32.66	
23970	Woodcraft Worker	32.66	
23980	Woodworker	27.52	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.90	
24570	Child Care Attendant	14.44	***
24580	Child Care Center Clerk	18.02	
24610	Chore Aide	16.72	
24620	Family Readiness And Support Services Coordinator	17.90	
24630	Homemaker	18.54	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.94	
25040	Sewage Plant Operator	28.78	
25070	Stationary Engineer	29.94	
25190	Ventilation Equipment Tender	23.81	
25210	Water Treatment Plant Operator	28.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.92	
27007	Baggage Inspector	16.21	
27008	Corrections Officer	25.79	
27010	Court Security Officer	27.28	
27030	Detection Dog Handler	18.61	
27040	Detention Officer	25.79	
27070	Firefighter	28.78	
27101	Guard I	16.21	
27102	Guard II	18.61	
27131	Police Officer I	31.97	
27132	Police Officer II	35.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.60	
28042	Carnival Equipment Repairer	16.89	
28043	Carnival Worker	13.95	***
28210	Gate Attendant/Gate Tender	17.91	
28310	Lifeguard	14.29	***
28350	Park Attendant (Aide)	20.04	
28510	Recreation Aide/Health Facility Attendant	14.63	***
28515	Recreation Specialist	24.83	
28630	Sports Official	15.96	***
28690	Swimming Pool Operator	20.70	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	30.09	
29020	Hatch Tender	30.09	
29030	Line Handler	30.09	
29041	Stevedore I	28.94	
29042	Stevedore II	31.38	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.23	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.88	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.10	
30021	Archeological Technician I	18.94	
30022	Archeological Technician II	21.19	
30023	Archeological Technician III	26.25	
30030	Cartographic Technician	26.25	

30040	Civil Engineering Technician	28.93
30051	Cryogenic Technician I	29.07
30052	Cryogenic Technician II	32.12
30061	Drafter/CAD Operator I	18.94
30062	Drafter/CAD Operator II	21.19
30063	Drafter/CAD Operator III	23.62
30064	Drafter/CAD Operator IV	29.07
30081	Engineering Technician I	18.12
30082	Engineering Technician II	20.33
30083	Engineering Technician III	22.75
30084	Engineering Technician IV	28.19
30085	Engineering Technician V	34.48
30086	Engineering Technician VI	41.71
30090	Environmental Technician	25.95
30095	Evidence Control Specialist	26.25
30210	Laboratory Technician	29.12
30221	Latent Fingerprint Technician I	29.07
30222	Latent Fingerprint Technician II	32.12
30240	Mathematical Technician	28.55
30361	Paralegal/Legal Assistant I	22.31
30362	Paralegal/Legal Assistant II	27.62
30363	Paralegal/Legal Assistant III	33.79
30364	Paralegal/Legal Assistant IV	40.89
30375	Petroleum Supply Specialist	32.12
30390	Photo-Optics Technician	26.25
30395	Radiation Control Technician	32.12
30461	Technical Writer I	27.27
30462	Technical Writer II	33.36
30463	Technical Writer III	40.36
30491	Unexploded Ordnance (UXO) Technician I	29.38
30492	Unexploded Ordnance (UXO) Technician II	35.55
30493	Unexploded Ordnance (UXO) Technician III	42.61
30494	Unexploded (UXO) Safety Escort	29.38
30495	Unexploded (UXO) Sweep Personnel	29.38
30501	Weather Forecaster I	29.07
30502	Weather Forecaster II	35.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.62
30621	Weather Observer, Senior	(see 2) 26.25

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.55	
31020	Bus Aide	18.79	
31030	Bus Driver	25.76	
31043	Driver Courier	19.36	
31260	Parking and Lot Attendant	14.05	***
31290	Shuttle Bus Driver	18.00	
31310	Taxi Driver	15.57	***
31361	Truckdriver, Light	20.52	
31362	Truckdriver, Medium	21.57	
31363	Truckdriver, Heavy	23.48	
31364	Truckdriver, Tractor-Trailer	23.48	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.33	
99030	Cashier	14.02	***
99050	Desk Clerk	14.05	***
99095	Embalmer	29.67	
99130	Flight Follower	29.38	
99251	Laboratory Animal Caretaker I	18.80	
99252	Laboratory Animal Caretaker II	19.92	
99260	Marketing Analyst	30.14	
99310	Mortician	30.30	
99410	Pest Controller	21.09	
99510	Photofinishing Worker	15.33	***
99710	Recycling Laborer	23.47	
99711	Recycling Specialist	27.01	

99730	Refuse Collector	21.40
99810	Sales Clerk	14.18 ***
99820	School Crossing Guard	15.04 ***
99830	Survey Party Chief	25.69
99831	Surveying Aide	16.82
99832	Surveying Technician	23.05
99840	Vending Machine Attendant	21.17
99841	Vending Machine Repairer	24.52
99842	Vending Machine Repairer Helper	21.17

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4099

States/Territories. : Massachusetts

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination applies to the following towns in Worcester county:
Lancaster, Upton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.23	
01012	Accounting Clerk II	20.46	
01013	Accounting Clerk III	22.89	
01020	Administrative Assistant	30.45	
01035	Court Reporter	20.86	
01041	Customer Service Representative I	15.79	***
01042	Customer Service Representative II	17.24	
01043	Customer Service Representative III	19.36	
01051	Data Entry Operator I	16.38	
01052	Data Entry Operator II	17.87	
01060	Dispatcher, Motor Vehicle	23.00	
01070	Document Preparation Clerk	20.11	
01090	Duplicating Machine Operator	20.11	
01111	General Clerk I	15.18	***
01112	General Clerk II	16.56	
01113	General Clerk III	18.59	
01120	Housing Referral Assistant	23.44	
01141	Messenger Courier	17.20	
01191	Order Clerk I	16.98	
01192	Order Clerk II	18.53	

01261	Personnel Assistant (Employment) I	18.08	
01262	Personnel Assistant (Employment) II	20.23	
01263	Personnel Assistant (Employment) III	22.55	
01270	Production Control Clerk	27.31	
01290	Rental Clerk	17.59	
01300	Scheduler, Maintenance	18.80	
01311	Secretary I	18.80	
01312	Secretary II	21.03	
01313	Secretary III	23.44	
01320	Service Order Dispatcher	20.56	
01410	Supply Technician	30.45	
01420	Survey Worker	22.13	
01460	Switchboard Operator/Receptionist	17.37	
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	17.08	
01533	Travel Clerk III	18.01	
01611	Word Processor I	16.13	***
01612	Word Processor II	18.10	
01613	Word Processor III	20.25	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.65	
05010	Automotive Electrician	22.57	
05040	Automotive Glass Installer	21.73	
05070	Automotive Worker	21.73	
05110	Mobile Equipment Servicer	19.95	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	21.73	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	18.87	
05250	Motor Vehicle Upholstery Worker	20.96	
05280	Motor Vehicle Wrecker	21.73	
05310	Painter, Automotive	22.57	
05340	Radiator Repair Specialist	21.73	
05370	Tire Repairer	15.85	***
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.46	
07041	Cook I	18.30	
07042	Cook II	19.93	
07070	Dishwasher	14.54	***
07130	Food Service Worker	14.58	***
07210	Meat Cutter	21.93	
07260	Waiter/Waitress	14.66	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.91	
09040	Furniture Handler	16.82	
09080	Furniture Refinisher	22.91	
09090	Furniture Refinisher Helper	19.17	
09110	Furniture Repairer, Minor	21.28	
09130	Upholsterer	22.91	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.87	***
11060	Elevator Operator	16.36	
11090	Gardener	22.17	
11122	Housekeeping Aide	17.23	
11150	Janitor	17.23	
11210	Laborer, Grounds Maintenance	18.40	
11240	Maid or Houseman	14.62	***
11260	Pruner	17.06	
11270	Tractor Operator	20.97	

11330	Trail Maintenance Worker	18.40
11360	Window Cleaner	18.58

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.03	
12011	Breath Alcohol Technician	25.72	
12012	Certified Occupational Therapist Assistant	32.13	
12015	Certified Physical Therapist Assistant	29.86	
12020	Dental Assistant	24.70	
12025	Dental Hygienist	46.21	
12030	EKG Technician	39.33	
12035	Electroneurodiagnostic Technologist	39.33	
12040	Emergency Medical Technician	22.03	
12071	Licensed Practical Nurse I	22.99	
12072	Licensed Practical Nurse II	25.72	
12073	Licensed Practical Nurse III	28.67	
12100	Medical Assistant	21.42	
12130	Medical Laboratory Technician	27.11	
12160	Medical Record Clerk	21.70	
12190	Medical Record Technician	26.72	
12195	Medical Transcriptionist	20.99	
12210	Nuclear Medicine Technologist	55.27	
12221	Nursing Assistant I	12.87	***
12222	Nursing Assistant II	14.46	***
12223	Nursing Assistant III	15.78	***
12224	Nursing Assistant IV	17.73	
12235	Optical Dispenser	27.69	
12236	Optical Technician	22.99	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	20.06	
12305	Radiologic Technologist	38.11	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.83	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	31.87	
12320	Substance Abuse Treatment Counselor	25.58	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	21.90	
13042	Illustrator II	27.12	
13043	Illustrator III	33.18	
13047	Librarian	34.75	
13050	Library Aide/Clerk	16.93	
13054	Library Information Technology Systems Administrator	28.03	
13058	Library Technician	20.62	
13061	Media Specialist I	19.55	
13062	Media Specialist II	21.87	
13063	Media Specialist III	24.38	
13071	Photographer I	19.55	
13072	Photographer II	21.87	
13073	Photographer III	27.10	
13074	Photographer IV	33.15	
13075	Photographer V	40.10	
13090	Technical Order Library Clerk	20.54	
13110	Video Teleconference Technician	29.89	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	21.68	
14042	Computer Operator II	24.26	
14043	Computer Operator III	27.04	

14044	Computer Operator IV		30.05
14045	Computer Operator V		33.28
14071	Computer Programmer I	(see 1)	25.26
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		21.68
14160	Personal Computer Support Technician		30.05
14170	System Support Specialist		43.01

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		51.80	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		40.26	
15070	Flight Instructor (Pilot)		51.80	
15080	Graphic Artist		31.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.74	
15086	Maintenance Test Pilot, Rotary Wing		48.74	
15088	Non-Maintenance Test/Co-Pilot		48.74	
15090	Technical Instructor		25.80	
15095	Technical Instructor/Course Developer		31.56	
15110	Test Proctor		20.83	
15120	Tutor		20.83	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		14.37	***
16030	Counter Attendant		14.37	***
16040	Dry Cleaner		16.43	
16070	Finisher, Flatwork, Machine		14.37	***
16090	Presser, Hand		14.37	***
16110	Presser, Machine, Drycleaning		14.37	***
16130	Presser, Machine, Shirts		14.37	***
16160	Presser, Machine, Wearing Apparel, Laundry		14.37	***
16190	Sewing Machine Operator		17.11	
16220	Tailor		17.80	
16250	Washer, Machine		15.05	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.78	
19040	Tool And Die Maker		29.42	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.30	
21030	Material Coordinator		27.31	
21040	Material Expediter		27.31	
21050	Material Handling Laborer		16.40	
21071	Order Filler		17.00	
21080	Production Line Worker (Food Processing)		18.30	
21110	Shipping Packer		19.31	
21130	Shipping/Receiving Clerk		19.31	
21140	Store Worker I		15.61	***
21150	Stock Clerk		19.61	
21210	Tools And Parts Attendant		18.30	
21410	Warehouse Specialist		18.30	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		35.77	

23019	Aircraft Logs and Records Technician	29.72
23021	Aircraft Mechanic I	34.14
23022	Aircraft Mechanic II	35.77
23023	Aircraft Mechanic III	36.92
23040	Aircraft Mechanic Helper	26.76
23050	Aircraft, Painter	31.99
23060	Aircraft Servicer	29.72
23070	Aircraft Survival Flight Equipment Technician	31.99
23080	Aircraft Worker	30.81
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.81
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	34.14
23110	Appliance Mechanic	29.38
23120	Bicycle Repairer	27.26
23125	Cable Splicer	47.92
23130	Carpenter, Maintenance	28.73
23140	Carpet Layer	30.81
23160	Electrician, Maintenance	36.11
23181	Electronics Technician Maintenance I	29.03
23182	Electronics Technician Maintenance II	30.35
23183	Electronics Technician Maintenance III	31.68
23260	Fabric Worker	29.72
23290	Fire Alarm System Mechanic	33.05
23310	Fire Extinguisher Repairer	28.29
23311	Fuel Distribution System Mechanic	34.22
23312	Fuel Distribution System Operator	28.04
23370	General Maintenance Worker	23.18
23380	Ground Support Equipment Mechanic	34.14
23381	Ground Support Equipment Servicer	29.72
23382	Ground Support Equipment Worker	30.81
23391	Gunsmith I	28.29
23392	Gunsmith II	30.81
23393	Gunsmith III	33.14
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.73
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.77
23430	Heavy Equipment Mechanic	30.15
23440	Heavy Equipment Operator	30.30
23460	Instrument Mechanic	32.21
23465	Laboratory/Shelter Mechanic	31.99
23470	Laborer	16.56
23510	Locksmith	28.26
23530	Machinery Maintenance Mechanic	28.27
23550	Machinist, Maintenance	25.30
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	32.21
23592	Metrology Technician II	33.33
23593	Metrology Technician III	34.40
23640	Millwright	32.02
23710	Office Appliance Repairer	24.24
23760	Painter, Maintenance	24.24
23790	Pipefitter, Maintenance	33.42
23810	Plumber, Maintenance	32.25
23820	Pneudraulic Systems Mechanic	33.14
23850	Rigger	33.14
23870	Scale Mechanic	30.81
23890	Sheet-Metal Worker, Maintenance	34.57
23910	Small Engine Mechanic	23.18
23931	Telecommunications Mechanic I	32.96
23932	Telecommunications Mechanic II	34.11
23950	Telephone Lineman	36.83
23960	Welder, Combination, Maintenance	25.30
23965	Well Driller	32.21
23970	Woodcraft Worker	33.14
23980	Woodworker	28.29

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.36	
24570	Child Care Attendant	14.46	***
24580	Child Care Center Clerk	18.03	

24610	Chore Aide	16.79	
24620	Family Readiness And Support Services Coordinator	17.36	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.05	
25040	Sewage Plant Operator	29.09	
25070	Stationary Engineer	30.05	
25190	Ventilation Equipment Tender	24.27	
25210	Water Treatment Plant Operator	29.09	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.81	
27007	Baggage Inspector	16.87	
27008	Corrections Officer	30.32	
27010	Court Security Officer	29.72	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	30.32	
27070	Firefighter	29.12	
27101	Guard I	16.87	
27102	Guard II	18.95	
27131	Police Officer I	27.85	
27132	Police Officer II	30.95	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.15	
28042	Carnival Equipment Repairer	18.13	
28043	Carnival Worker	13.96	***
28210	Gate Attendant/Gate Tender	18.03	
28310	Lifeguard	14.17	***
28350	Park Attendant (Aide)	20.16	
28510	Recreation Aide/Health Facility Attendant	14.71	***
28515	Recreation Specialist	24.98	
28630	Sports Official	16.05	***
28690	Swimming Pool Operator	19.74	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.29	
29020	Hatch Tender	28.29	
29030	Line Handler	28.29	
29041	Stevedore I	27.29	
29042	Stevedore II	29.38	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	23.18	
30022	Archeological Technician II	25.93	
30023	Archeological Technician III	32.12	
30030	Cartographic Technician	32.12	
30040	Civil Engineering Technician	31.26	
30051	Cryogenic Technician I	33.67	
30052	Cryogenic Technician II	37.19	
30061	Drafter/CAD Operator I	23.18	
30062	Drafter/CAD Operator II	25.93	
30063	Drafter/CAD Operator III	28.90	
30064	Drafter/CAD Operator IV	35.57	
30081	Engineering Technician I	18.69	
30082	Engineering Technician II	20.97	
30083	Engineering Technician III	23.46	
30084	Engineering Technician IV	29.07	

30085	Engineering Technician V		35.56
30086	Engineering Technician VI		43.01
30090	Environmental Technician		28.49
30095	Evidence Control Specialist		30.40
30210	Laboratory Technician		24.55
30221	Latent Fingerprint Technician I		33.67
30222	Latent Fingerprint Technician II		37.19
30240	Mathematical Technician		33.77
30361	Paralegal/Legal Assistant I		22.88
30362	Paralegal/Legal Assistant II		28.35
30363	Paralegal/Legal Assistant III		34.68
30364	Paralegal/Legal Assistant IV		41.95
30375	Petroleum Supply Specialist		37.19
30390	Photo-Optics Technician		32.12
30395	Radiation Control Technician		37.19
30461	Technical Writer I		28.66
30462	Technical Writer II		35.06
30463	Technical Writer III		42.43
30491	Unexploded Ordnance (UXO) Technician I		29.36
30492	Unexploded Ordnance (UXO) Technician II		35.52
30493	Unexploded Ordnance (UXO) Technician III		42.57
30494	Unexploded (UXO) Safety Escort		29.36
30495	Unexploded (UXO) Sweep Personnel		29.36
30501	Weather Forecaster I		35.57
30502	Weather Forecaster II		43.26
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	28.90
30621	Weather Observer, Senior	(see 2)	32.12

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	19.02	
31030	Bus Driver	24.05	
31043	Driver Courier	19.07	
31260	Parking and Lot Attendant	16.30	
31290	Shuttle Bus Driver	18.62	
31310	Taxi Driver	16.25	
31361	Truckdriver, Light	20.16	
31362	Truckdriver, Medium	21.18	
31363	Truckdriver, Heavy	25.38	
31364	Truckdriver, Tractor-Trailer	25.38	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.13	***
99050	Desk Clerk	14.31	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.60	
99252	Laboratory Animal Caretaker II	19.66	
99260	Marketing Analyst	33.90	
99310	Mortician	39.85	
99410	Pest Controller	21.62	
99510	Photofinishing Worker	16.82	
99710	Recycling Laborer	24.73	
99711	Recycling Specialist	28.18	
99730	Refuse Collector	22.92	
99810	Sales Clerk	14.28	***
99820	School Crossing Guard	17.17	
99830	Survey Party Chief	31.42	
99831	Surveying Aide	20.79	
99832	Surveying Technician	28.55	
99840	Vending Machine Attendant	20.83	
99841	Vending Machine Repairer	23.97	
99842	Vending Machine Repairer Helper	20.83	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4101

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination applies to the following localities in Massachusetts:
Hampden county: Brimfield, Holland
Worcester county: Hubbardston, New Braintree, Oakham, Sturbridge, Warren, West Brookfield

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.23	
01012	Accounting Clerk II	20.46	
01013	Accounting Clerk III	22.89	
01020	Administrative Assistant	30.45	
01035	Court Reporter	20.25	
01041	Customer Service Representative I	15.79	***
01042	Customer Service Representative II	17.24	
01043	Customer Service Representative III	19.36	
01051	Data Entry Operator I	16.38	
01052	Data Entry Operator II	17.87	
01060	Dispatcher, Motor Vehicle	23.00	
01070	Document Preparation Clerk	20.11	
01090	Duplicating Machine Operator	20.11	
01111	General Clerk I	15.18	***
01112	General Clerk II	16.56	
01113	General Clerk III	18.59	
01120	Housing Referral Assistant	22.58	
01141	Messenger Courier	17.20	
01191	Order Clerk I	16.98	

01192	Order Clerk II	18.53	
01261	Personnel Assistant (Employment) I	18.08	
01262	Personnel Assistant (Employment) II	20.23	
01263	Personnel Assistant (Employment) III	22.55	
01270	Production Control Clerk	27.31	
01290	Rental Clerk	17.59	
01300	Scheduler, Maintenance	18.10	
01311	Secretary I	18.10	
01312	Secretary II	20.25	
01313	Secretary III	22.58	
01320	Service Order Dispatcher	20.56	
01410	Supply Technician	30.45	
01420	Survey Worker	22.13	
01460	Switchboard Operator/Receptionist	17.37	
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	17.08	
01533	Travel Clerk III	18.01	
01611	Word Processor I	16.13	***
01612	Word Processor II	18.10	
01613	Word Processor III	20.25	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.38	
05010	Automotive Electrician	22.57	
05040	Automotive Glass Installer	21.73	
05070	Automotive Worker	21.73	
05110	Mobile Equipment Servicer	19.95	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	21.73	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	18.87	
05250	Motor Vehicle Upholstery Worker	20.96	
05280	Motor Vehicle Wrecker	21.73	
05310	Painter, Automotive	22.57	
05340	Radiator Repair Specialist	21.73	
05370	Tire Repairer	15.85	***
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.46	
07041	Cook I	18.30	
07042	Cook II	19.93	
07070	Dishwasher	14.54	***
07130	Food Service Worker	14.58	***
07210	Meat Cutter	21.93	
07260	Waiter/Waitress	14.66	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.91	
09040	Furniture Handler	16.82	
09080	Furniture Refinisher	22.91	
09090	Furniture Refinisher Helper	19.17	
09110	Furniture Repairer, Minor	21.28	
09130	Upholsterer	22.91	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.87	***
11060	Elevator Operator	16.36	
11090	Gardener	22.17	
11122	Housekeeping Aide	17.23	
11150	Janitor	17.23	
11210	Laborer, Grounds Maintenance	18.40	
11240	Maid or Houseman	14.62	***
11260	Pruner	17.06	

11270	Tractor Operator	20.97
11330	Trail Maintenance Worker	18.40
11360	Window Cleaner	18.58

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.03	
12011	Breath Alcohol Technician	25.72	
12012	Certified Occupational Therapist Assistant	32.13	
12015	Certified Physical Therapist Assistant	29.86	
12020	Dental Assistant	24.70	
12025	Dental Hygienist	46.21	
12030	EKG Technician	39.33	
12035	Electroneurodiagnostic Technologist	39.33	
12040	Emergency Medical Technician	22.03	
12071	Licensed Practical Nurse I	22.99	
12072	Licensed Practical Nurse II	25.72	
12073	Licensed Practical Nurse III	28.67	
12100	Medical Assistant	21.42	
12130	Medical Laboratory Technician	27.11	
12160	Medical Record Clerk	21.70	
12190	Medical Record Technician	26.72	
12195	Medical Transcriptionist	20.11	
12210	Nuclear Medicine Technologist	55.27	
12221	Nursing Assistant I	12.87	***
12222	Nursing Assistant II	14.46	***
12223	Nursing Assistant III	15.78	***
12224	Nursing Assistant IV	17.73	
12235	Optical Dispenser	27.69	
12236	Optical Technician	22.99	
12250	Pharmacy Technician	17.61	
12280	Phlebotomist	20.06	
12305	Radiologic Technologist	36.98	
12311	Registered Nurse I	29.56	
12312	Registered Nurse II	36.16	
12313	Registered Nurse II, Specialist	36.16	
12314	Registered Nurse III	45.75	
12315	Registered Nurse III, Anesthetist	45.75	
12316	Registered Nurse IV	52.44	
12317	Scheduler (Drug and Alcohol Testing)	31.87	
12320	Substance Abuse Treatment Counselor	25.58	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.87	
13012	Exhibits Specialist II	27.10	
13013	Exhibits Specialist III	33.15	
13041	Illustrator I	21.87	
13042	Illustrator II	27.10	
13043	Illustrator III	33.15	
13047	Librarian	30.01	
13050	Library Aide/Clerk	16.93	
13054	Library Information Technology Systems Administrator	27.10	
13058	Library Technician	20.62	
13061	Media Specialist I	19.55	
13062	Media Specialist II	21.87	
13063	Media Specialist III	24.38	
13071	Photographer I	19.55	
13072	Photographer II	21.87	
13073	Photographer III	27.10	
13074	Photographer IV	33.15	
13075	Photographer V	40.10	
13090	Technical Order Library Clerk	20.54	
13110	Video Teleconference Technician	29.89	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.31	
14042	Computer Operator II	22.73	

14043	Computer Operator III	25.33
14044	Computer Operator IV	28.15
14045	Computer Operator V	28.81
14071	Computer Programmer I (see 1)	25.26
14072	Computer Programmer II (see 1)	nan
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	20.31
14160	Personal Computer Support Technician	28.15
14170	System Support Specialist	43.01

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.61	
15020	Aircrew Training Devices Instructor (Rated)	40.65	
15030	Air Crew Training Devices Instructor (Pilot)	48.74	
15050	Computer Based Training Specialist / Instructor	33.61	
15060	Educational Technologist	39.71	
15070	Flight Instructor (Pilot)	48.74	
15080	Graphic Artist	28.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.74	
15086	Maintenance Test Pilot, Rotary Wing	48.74	
15088	Non-Maintenance Test/Co-Pilot	48.74	
15090	Technical Instructor	25.80	
15095	Technical Instructor/Course Developer	31.56	
15110	Test Proctor	20.83	
15120	Tutor	20.83	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.37	***
16030	Counter Attendant	14.37	***
16040	Dry Cleaner	16.43	
16070	Finisher, Flatwork, Machine	14.37	***
16090	Presser, Hand	14.37	***
16110	Presser, Machine, Drycleaning	14.37	***
16130	Presser, Machine, Shirts	14.37	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.37	***
16190	Sewing Machine Operator	17.11	
16220	Tailor	17.80	
16250	Washer, Machine	15.05	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.78	
19040	Tool And Die Maker	29.42	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.98	
21030	Material Coordinator	27.31	
21040	Material Expediter	27.31	
21050	Material Handling Laborer	16.40	
21071	Order Filler	16.49	
21080	Production Line Worker (Food Processing)	18.98	
21110	Shipping Packer	19.31	
21130	Shipping/Receiving Clerk	19.31	
21140	Store Worker I	15.61	***
21150	Stock Clerk	19.61	
21210	Tools And Parts Attendant	18.98	
21410	Warehouse Specialist	18.98	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	34.30
23019	Aircraft Logs and Records Technician	29.72
23021	Aircraft Mechanic I	33.14
23022	Aircraft Mechanic II	34.30
23023	Aircraft Mechanic III	35.40
23040	Aircraft Mechanic Helper	26.76
23050	Aircraft, Painter	31.99
23060	Aircraft Servicer	29.72
23070	Aircraft Survival Flight Equipment Technician	31.99
23080	Aircraft Worker	30.81
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.81
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.14
23110	Appliance Mechanic	26.91
23120	Bicycle Repairer	25.78
23125	Cable Splicer	47.92
23130	Carpenter, Maintenance	28.73
23140	Carpet Layer	30.81
23160	Electrician, Maintenance	36.11
23181	Electronics Technician Maintenance I	27.68
23182	Electronics Technician Maintenance II	28.74
23183	Electronics Technician Maintenance III	29.78
23260	Fabric Worker	29.72
23290	Fire Alarm System Mechanic	32.95
23310	Fire Extinguisher Repairer	28.29
23311	Fuel Distribution System Mechanic	32.82
23312	Fuel Distribution System Operator	28.04
23370	General Maintenance Worker	22.78
23380	Ground Support Equipment Mechanic	33.14
23381	Ground Support Equipment Servicer	29.72
23382	Ground Support Equipment Worker	30.81
23391	Gunsmith I	28.29
23392	Gunsmith II	30.81
23393	Gunsmith III	33.14
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.73
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.77
23430	Heavy Equipment Mechanic	30.15
23440	Heavy Equipment Operator	30.30
23460	Instrument Mechanic	32.21
23465	Laboratory/Shelter Mechanic	31.99
23470	Laborer	16.40
23510	Locksmith	28.26
23530	Machinery Maintenance Mechanic	28.27
23550	Machinist, Maintenance	23.37
23580	Maintenance Trades Helper	17.99
23591	Metrology Technician I	32.21
23592	Metrology Technician II	33.33
23593	Metrology Technician III	34.40
23640	Millwright	29.52
23710	Office Appliance Repairer	23.03
23760	Painter, Maintenance	23.20
23790	Pipefitter, Maintenance	33.42
23810	Plumber, Maintenance	32.25
23820	Pneudraulic Systems Mechanic	33.14
23850	Rigger	33.14
23870	Scale Mechanic	30.81
23890	Sheet-Metal Worker, Maintenance	34.57
23910	Small Engine Mechanic	23.11
23931	Telecommunications Mechanic I	32.96
23932	Telecommunications Mechanic II	34.11
23950	Telephone Lineman	36.76
23960	Welder, Combination, Maintenance	23.18
23965	Well Driller	32.18
23970	Woodcraft Worker	33.14
23980	Woodworker	28.29

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.18	
24570	Child Care Attendant	14.46	***

24580	Child Care Center Clerk	18.03
24610	Chore Aide	16.79
24620	Family Readiness And Support Services Coordinator	17.18
24630	Homemaker	18.54

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.05	
25040	Sewage Plant Operator	29.09	
25070	Stationary Engineer	30.05	
25190	Ventilation Equipment Tender	24.27	
25210	Water Treatment Plant Operator	29.09	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.81	
27007	Baggage Inspector	16.47	
27008	Corrections Officer	30.32	
27010	Court Security Officer	29.72	
27030	Detection Dog Handler	18.87	
27040	Detention Officer	30.32	
27070	Firefighter	29.12	
27101	Guard I	16.47	
27102	Guard II	18.87	
27131	Police Officer I	27.85	
27132	Police Officer II	30.95	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.15	
28042	Carnival Equipment Repairer	18.13	
28043	Carnival Worker	13.96	***
28210	Gate Attendant/Gate Tender	18.03	
28310	Lifeguard	13.96	***
28350	Park Attendant (Aide)	20.16	
28510	Recreation Aide/Health Facility Attendant	14.71	***
28515	Recreation Specialist	24.98	
28630	Sports Official	16.05	***
28690	Swimming Pool Operator	19.74	

18. Stevedoring/Longshoremens Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.29	
29020	Hatch Tender	28.29	
29030	Line Handler	28.29	
29041	Stevedore I	27.29	
29042	Stevedore II	29.38	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.95	
30022	Archeological Technician II	24.54	
30023	Archeological Technician III	30.40	
30030	Cartographic Technician	30.40	
30040	Civil Engineering Technician	31.26	
30051	Cryogenic Technician I	33.67	
30052	Cryogenic Technician II	37.19	
30061	Drafter/CAD Operator I	21.95	
30062	Drafter/CAD Operator II	24.54	
30063	Drafter/CAD Operator III	27.36	
30064	Drafter/CAD Operator IV	33.67	
30081	Engineering Technician I	18.69	
30082	Engineering Technician II	20.97	
30083	Engineering Technician III	23.46	

30084	Engineering Technician IV	29.07
30085	Engineering Technician V	35.56
30086	Engineering Technician VI	43.01
30090	Environmental Technician	26.20
30095	Evidence Control Specialist	30.40
30210	Laboratory Technician	24.55
30221	Latent Fingerprint Technician I	33.67
30222	Latent Fingerprint Technician II	37.19
30240	Mathematical Technician	31.70
30361	Paralegal/Legal Assistant I	22.88
30362	Paralegal/Legal Assistant II	28.35
30363	Paralegal/Legal Assistant III	34.68
30364	Paralegal/Legal Assistant IV	41.95
30375	Petroleum Supply Specialist	37.19
30390	Photo-Optics Technician	30.40
30395	Radiation Control Technician	37.19
30461	Technical Writer I	27.57
30462	Technical Writer II	33.72
30463	Technical Writer III	40.81
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	35.57
30502	Weather Forecaster II	43.26
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 27.36
30621	Weather Observer, Senior	(see 2) 30.40

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	18.29	
31030	Bus Driver	24.05	
31043	Driver Courier	19.07	
31260	Parking and Lot Attendant	16.30	
31290	Shuttle Bus Driver	18.62	
31310	Taxi Driver	16.25	
31361	Truckdriver, Light	20.16	
31362	Truckdriver, Medium	21.18	
31363	Truckdriver, Heavy	25.38	
31364	Truckdriver, Tractor-Trailer	25.38	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.13	***
99050	Desk Clerk	14.31	***
99095	Embalmer	35.90	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.47	
99252	Laboratory Animal Caretaker II	19.51	
99260	Marketing Analyst	33.90	
99310	Mortician	35.90	
99410	Pest Controller	21.62	
99510	Photofinishing Worker	15.43	***
99710	Recycling Laborer	24.73	
99711	Recycling Specialist	28.18	
99730	Refuse Collector	22.92	
99810	Sales Clerk	14.28	***
99820	School Crossing Guard	16.27	
99830	Survey Party Chief	30.87	
99831	Surveying Aide	20.22	
99832	Surveying Technician	27.69	
99840	Vending Machine Attendant	20.83	
99841	Vending Machine Repairer	23.97	
99842	Vending Machine Repairer Helper	20.83	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

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

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

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

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

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

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

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4103

States/Territories. : Massachusetts

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Massachusetts

This wage determination applies to the following towns and cities in Worcester county: Auburn, Barre, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Holden, Leicester, Millbury, North Brookfield, Northborough, Northbridge, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southbridge, Spencer, Sterling, Sutton, Uxbridge, Webster, West Boylston, Westborough, Worcester

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.23	
01012	Accounting Clerk II	20.46	
01013	Accounting Clerk III	22.89	
01020	Administrative Assistant	30.45	
01035	Court Reporter	20.86	
01041	Customer Service Representative I	15.79	***
01042	Customer Service Representative II	17.24	
01043	Customer Service Representative III	19.36	
01051	Data Entry Operator I	16.38	
01052	Data Entry Operator II	17.87	
01060	Dispatcher, Motor Vehicle	23.00	
01070	Document Preparation Clerk	20.11	
01090	Duplicating Machine Operator	20.11	
01111	General Clerk I	15.18	***
01112	General Clerk II	16.56	
01113	General Clerk III	18.59	

01120	Housing Referral Assistant	23.44	
01141	Messenger Courier	17.20	
01191	Order Clerk I	16.98	
01192	Order Clerk II	18.53	
01261	Personnel Assistant (Employment) I	18.08	
01262	Personnel Assistant (Employment) II	20.23	
01263	Personnel Assistant (Employment) III	22.55	
01270	Production Control Clerk	27.31	
01290	Rental Clerk	17.59	
01300	Scheduler, Maintenance	18.80	
01311	Secretary I	18.80	
01312	Secretary II	21.03	
01313	Secretary III	23.44	
01320	Service Order Dispatcher	20.56	
01410	Supply Technician	30.45	
01420	Survey Worker	22.13	
01460	Switchboard Operator/Receptionist	17.37	
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	17.08	
01533	Travel Clerk III	18.01	
01611	Word Processor I	16.13	***
01612	Word Processor II	18.10	
01613	Word Processor III	20.25	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.65	
05010	Automotive Electrician	22.57	
05040	Automotive Glass Installer	21.73	
05070	Automotive Worker	21.73	
05110	Mobile Equipment Servicer	19.95	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	21.73	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	18.87	
05250	Motor Vehicle Upholstery Worker	20.96	
05280	Motor Vehicle Wrecker	21.73	
05310	Painter, Automotive	22.57	
05340	Radiator Repair Specialist	21.73	
05370	Tire Repairer	15.85	***
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.46	
07041	Cook I	18.30	
07042	Cook II	19.93	
07070	Dishwasher	14.54	***
07130	Food Service Worker	14.58	***
07210	Meat Cutter	21.93	
07260	Waiter/Waitress	14.66	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.91	
09040	Furniture Handler	16.82	
09080	Furniture Refinisher	22.91	
09090	Furniture Refinisher Helper	19.17	
09110	Furniture Repairer, Minor	21.28	
09130	Upholsterer	22.91	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.87	***
11060	Elevator Operator	16.36	
11090	Gardener	22.17	
11122	Housekeeping Aide	17.23	
11150	Janitor	17.23	

11210	Laborer, Grounds Maintenance	18.40	
11240	Maid or Houseman	14.62	***
11260	Pruner	17.06	
11270	Tractor Operator	20.97	
11330	Trail Maintenance Worker	18.40	
11360	Window Cleaner	18.58	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.03	
12011	Breath Alcohol Technician	25.72	
12012	Certified Occupational Therapist Assistant	32.13	
12015	Certified Physical Therapist Assistant	29.86	
12020	Dental Assistant	24.70	
12025	Dental Hygienist	46.21	
12030	EKG Technician	39.33	
12035	Electroneurodiagnostic Technologist	39.33	
12040	Emergency Medical Technician	22.03	
12071	Licensed Practical Nurse I	22.99	
12072	Licensed Practical Nurse II	25.72	
12073	Licensed Practical Nurse III	28.67	
12100	Medical Assistant	21.42	
12130	Medical Laboratory Technician	27.11	
12160	Medical Record Clerk	21.70	
12190	Medical Record Technician	26.72	
12195	Medical Transcriptionist	20.99	
12210	Nuclear Medicine Technologist	55.27	
12221	Nursing Assistant I	12.87	***
12222	Nursing Assistant II	14.46	***
12223	Nursing Assistant III	15.78	***
12224	Nursing Assistant IV	17.73	
12235	Optical Dispenser	27.69	
12236	Optical Technician	22.99	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	20.06	
12305	Radiologic Technologist	38.11	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.83	
12315	Registered Nurse III, Anesthetist	48.83	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	31.87	
12320	Substance Abuse Treatment Counselor	25.58	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	21.90	
13042	Illustrator II	27.12	
13043	Illustrator III	33.18	
13047	Librarian	34.14	
13050	Library Aide/Clerk	16.93	
13054	Library Information Technology Systems Administrator	28.03	
13058	Library Technician	20.62	
13061	Media Specialist I	19.55	
13062	Media Specialist II	21.87	
13063	Media Specialist III	24.38	
13071	Photographer I	19.55	
13072	Photographer II	21.87	
13073	Photographer III	27.10	
13074	Photographer IV	33.15	
13075	Photographer V	40.10	
13090	Technical Order Library Clerk	20.54	
13110	Video Teleconference Technician	29.89	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	21.68	
14042	Computer Operator II	24.26	
14043	Computer Operator III	27.04	
14044	Computer Operator IV	30.05	
14045	Computer Operator V	33.28	
14071	Computer Programmer I	(see 1)	25.26
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator	21.68	
14160	Personal Computer Support Technician	30.05	
14170	System Support Specialist	43.01	

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	35.72	
15020	Aircrew Training Devices Instructor (Rated)	43.22	
15030	Air Crew Training Devices Instructor (Pilot)	51.80	
15050	Computer Based Training Specialist / Instructor	35.72	
15060	Educational Technologist	40.26	
15070	Flight Instructor (Pilot)	51.80	
15080	Graphic Artist	31.54	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.74	
15086	Maintenance Test Pilot, Rotary Wing	48.74	
15088	Non-Maintenance Test/Co-Pilot	48.74	
15090	Technical Instructor	25.80	
15095	Technical Instructor/Course Developer	31.56	
15110	Test Proctor	20.83	
15120	Tutor	20.83	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	14.37	***
16030	Counter Attendant	14.37	***
16040	Dry Cleaner	16.43	
16070	Finisher, Flatwork, Machine	14.37	***
16090	Presser, Hand	14.37	***
16110	Presser, Machine, Drycleaning	14.37	***
16130	Presser, Machine, Shirts	14.37	***
16160	Presser, Machine, Wearing Apparel, Laundry	14.37	***
16190	Sewing Machine Operator	17.11	
16220	Tailor	17.80	
16250	Washer, Machine	15.05	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.78	
19040	Tool And Die Maker	29.42	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.30	
21030	Material Coordinator	27.31	
21040	Material Expediter	27.31	
21050	Material Handling Laborer	16.40	
21071	Order Filler	17.00	
21080	Production Line Worker (Food Processing)	18.30	
21110	Shipping Packer	19.31	
21130	Shipping/Receiving Clerk	19.31	
21140	Store Worker I	15.61	***
21150	Stock Clerk	19.61	
21210	Tools And Parts Attendant	18.30	
21410	Warehouse Specialist	18.30	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	35.77	
23019	Aircraft Logs and Records Technician	29.72	
23021	Aircraft Mechanic I	34.14	
23022	Aircraft Mechanic II	35.77	
23023	Aircraft Mechanic III	36.92	
23040	Aircraft Mechanic Helper	26.76	
23050	Aircraft, Painter	31.99	
23060	Aircraft Servicer	29.72	
23070	Aircraft Survival Flight Equipment Technician	31.99	
23080	Aircraft Worker	30.81	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.81	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	34.14	
23110	Appliance Mechanic	29.38	
23120	Bicycle Repairer	27.26	
23125	Cable Splicer	47.92	
23130	Carpenter, Maintenance	28.73	
23140	Carpet Layer	30.81	
23160	Electrician, Maintenance	36.11	
23181	Electronics Technician Maintenance I	29.03	
23182	Electronics Technician Maintenance II	30.35	
23183	Electronics Technician Maintenance III	31.68	
23260	Fabric Worker	29.72	
23290	Fire Alarm System Mechanic	33.05	
23310	Fire Extinguisher Repairer	28.29	
23311	Fuel Distribution System Mechanic	34.22	
23312	Fuel Distribution System Operator	28.04	
23370	General Maintenance Worker	23.18	
23380	Ground Support Equipment Mechanic	34.14	
23381	Ground Support Equipment Servicer	29.72	
23382	Ground Support Equipment Worker	30.81	
23391	Gunsmith I	28.29	
23392	Gunsmith II	30.81	
23393	Gunsmith III	33.14	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.73	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.77	
23430	Heavy Equipment Mechanic	30.15	
23440	Heavy Equipment Operator	30.30	
23460	Instrument Mechanic	32.21	
23465	Laboratory/Shelter Mechanic	31.99	
23470	Laborer	16.56	
23510	Locksmith	28.26	
23530	Machinery Maintenance Mechanic	28.27	
23550	Machinist, Maintenance	25.30	
23580	Maintenance Trades Helper	19.59	
23591	Metrology Technician I	32.21	
23592	Metrology Technician II	33.33	
23593	Metrology Technician III	34.40	
23640	Millwright	32.02	
23710	Office Appliance Repairer	24.24	
23760	Painter, Maintenance	24.24	
23790	Pipefitter, Maintenance	33.42	
23810	Plumber, Maintenance	32.25	
23820	Pneudraulic Systems Mechanic	33.14	
23850	Rigger	33.14	
23870	Scale Mechanic	30.81	
23890	Sheet-Metal Worker, Maintenance	34.57	
23910	Small Engine Mechanic	23.18	
23931	Telecommunications Mechanic I	32.96	
23932	Telecommunications Mechanic II	34.11	
23950	Telephone Lineman	36.83	
23960	Welder, Combination, Maintenance	25.30	
23965	Well Driller	32.21	
23970	Woodcraft Worker	33.14	
23980	Woodworker	28.29	

14. Personal Needs Occupations

Code	Title	Rate	Note
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24550	Case Manager	17.36	
24570	Child Care Attendant	14.46	***
24580	Child Care Center Clerk	18.03	
24610	Chore Aide	16.79	
24620	Family Readiness And Support Services Coordinator	17.36	
24630	Homemaker	18.90	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.05	
25040	Sewage Plant Operator	29.09	
25070	Stationary Engineer	30.05	
25190	Ventilation Equipment Tender	24.27	
25210	Water Treatment Plant Operator	29.09	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.81	
27007	Baggage Inspector	16.87	
27008	Corrections Officer	30.32	
27010	Court Security Officer	29.72	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	30.32	
27070	Firefighter	29.12	
27101	Guard I	16.87	
27102	Guard II	18.95	
27131	Police Officer I	27.85	
27132	Police Officer II	30.95	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.15	
28042	Carnival Equipment Repairer	18.13	
28043	Carnival Worker	13.96	***
28210	Gate Attendant/Gate Tender	18.03	
28310	Lifeguard	14.17	***
28350	Park Attendant (Aide)	20.16	
28510	Recreation Aide/Health Facility Attendant	14.71	***
28515	Recreation Specialist	24.98	
28630	Sports Official	16.05	***
28690	Swimming Pool Operator	19.74	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.29	
29020	Hatch Tender	28.29	
29030	Line Handler	28.29	
29041	Stevedore I	27.29	
29042	Stevedore II	29.38	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	23.18	
30022	Archeological Technician II	25.93	
30023	Archeological Technician III	32.12	
30030	Cartographic Technician	32.12	
30040	Civil Engineering Technician	31.26	
30051	Cryogenic Technician I	33.67	
30052	Cryogenic Technician II	37.19	
30061	Drafter/CAD Operator I	23.18	
30062	Drafter/CAD Operator II	25.93	
30063	Drafter/CAD Operator III	28.90	
30064	Drafter/CAD Operator IV	35.57	
30081	Engineering Technician I	18.69	

30082	Engineering Technician II	20.97
30083	Engineering Technician III	23.46
30084	Engineering Technician IV	29.07
30085	Engineering Technician V	35.56
30086	Engineering Technician VI	43.01
30090	Environmental Technician	26.74
30095	Evidence Control Specialist	30.40
30210	Laboratory Technician	24.55
30221	Latent Fingerprint Technician I	33.67
30222	Latent Fingerprint Technician II	37.19
30240	Mathematical Technician	33.77
30361	Paralegal/Legal Assistant I	22.88
30362	Paralegal/Legal Assistant II	28.35
30363	Paralegal/Legal Assistant III	34.68
30364	Paralegal/Legal Assistant IV	41.95
30375	Petroleum Supply Specialist	37.19
30390	Photo-Optics Technician	32.12
30395	Radiation Control Technician	37.19
30461	Technical Writer I	28.66
30462	Technical Writer II	35.06
30463	Technical Writer III	42.43
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	35.57
30502	Weather Forecaster II	43.26
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 28.90
30621	Weather Observer, Senior	(see 2) 32.12

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	19.02	
31030	Bus Driver	24.05	
31043	Driver Courier	19.07	
31260	Parking and Lot Attendant	16.30	
31290	Shuttle Bus Driver	18.62	
31310	Taxi Driver	16.25	
31361	Truckdriver, Light	20.16	
31362	Truckdriver, Medium	21.18	
31363	Truckdriver, Heavy	25.38	
31364	Truckdriver, Tractor-Trailer	25.38	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.13	***
99050	Desk Clerk	14.31	***
99095	Embalmer	39.85	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	18.60	
99252	Laboratory Animal Caretaker II	19.66	
99260	Marketing Analyst	33.90	
99310	Mortician	39.85	
99410	Pest Controller	21.62	
99510	Photofinishing Worker	16.82	
99710	Recycling Laborer	24.73	
99711	Recycling Specialist	28.18	
99730	Refuse Collector	22.92	
99810	Sales Clerk	14.28	***
99820	School Crossing Guard	17.17	
99830	Survey Party Chief	31.42	
99831	Surveying Aide	20.79	
99832	Surveying Technician	28.55	
99840	Vending Machine Attendant	20.83	
99841	Vending Machine Repairer	23.97	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual

employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

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

such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5765

States/Territories. : Massachusetts

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

This wage determination applies to the following towns in PLYMOUTH COUNTY:
Abington, Halifax

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	19.69	
01012	Accounting Clerk II	22.12	
01013	Accounting Clerk III	24.73	
01020	Administrative Assistant	35.61	
01035	Court Reporter	27.78	
01041	Customer Service Representative I	18.33	
01042	Customer Service Representative II	20.00	
01043	Customer Service Representative III	22.44	
01051	Data Entry Operator I	17.37	
01052	Data Entry Operator II	18.95	
01060	Dispatcher, Motor Vehicle	23.23	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.68	
01112	General Clerk II	19.29	
01113	General Clerk III	21.67	
01120	Housing Referral Assistant	25.80	
01141	Messenger Courier	18.09	
01191	Order Clerk I	21.08	
01192	Order Clerk II	23.00	
01261	Personnel Assistant (Employment) I	18.70	

01262	Personnel Assistant (Employment) II	20.92
01263	Personnel Assistant (Employment) III	23.32
01270	Production Control Clerk	28.85
01290	Rental Clerk	19.15
01300	Scheduler, Maintenance	20.69
01311	Secretary I	20.69
01312	Secretary II	23.15
01313	Secretary III	25.80
01320	Service Order Dispatcher	20.77
01410	Supply Technician	35.61
01420	Survey Worker	22.47
01460	Switchboard Operator/Receptionist	17.70
01531	Travel Clerk I	20.20
01532	Travel Clerk II	21.85
01533	Travel Clerk III	23.55
01611	Word Processor I	20.33
01612	Word Processor II	22.84
01613	Word Processor III	25.54

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.73	
05010	Automotive Electrician	22.60	
05040	Automotive Glass Installer	21.60	
05070	Automotive Worker	21.60	
05110	Mobile Equipment Servicer	19.58	
05130	Motor Equipment Metal Mechanic	23.59	
05160	Motor Equipment Metal Worker	21.60	
05190	Motor Vehicle Mechanic	23.59	
05220	Motor Vehicle Mechanic Helper	18.40	
05250	Motor Vehicle Upholstery Worker	20.59	
05280	Motor Vehicle Wrecker	21.60	
05310	Painter, Automotive	22.60	
05340	Radiator Repair Specialist	21.60	
05370	Tire Repairer	15.08	***
05400	Transmission Repair Specialist	23.59	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.93	
07041	Cook I	21.26	
07042	Cook II	23.46	
07070	Dishwasher	14.85	***
07130	Food Service Worker	14.97	***
07210	Meat Cutter	23.19	
07260	Waiter/Waitress	15.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.72	***
09080	Furniture Refinisher	22.97	
09090	Furniture Refinisher Helper	18.55	
09110	Furniture Repairer, Minor	20.88	
09130	Upholsterer	23.12	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	15.52	***
11090	Gardener	23.28	
11122	Housekeeping Aide	18.16	
11150	Janitor	18.16	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.95	
11260	Pruner	17.33	
11270	Tractor Operator	21.89	
11330	Trail Maintenance Worker	18.84	

11360	Window Cleaner	19.70
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.41	
12011	Breath Alcohol Technician	26.13	
12012	Certified Occupational Therapist Assistant	30.96	
12015	Certified Physical Therapist Assistant	32.52	
12020	Dental Assistant	25.31	
12025	Dental Hygienist	47.23	
12030	EKG Technician	38.43	
12035	Electroneurodiagnostic Technologist	38.43	
12040	Emergency Medical Technician	20.41	
12071	Licensed Practical Nurse I	23.37	
12072	Licensed Practical Nurse II	26.13	
12073	Licensed Practical Nurse III	29.13	
12100	Medical Assistant	22.38	
12130	Medical Laboratory Technician	28.67	
12160	Medical Record Clerk	25.23	
12190	Medical Record Technician	28.47	
12195	Medical Transcriptionist	23.14	
12210	Nuclear Medicine Technologist	40.69	
12221	Nursing Assistant I	13.16	***
12222	Nursing Assistant II	14.79	***
12223	Nursing Assistant III	16.14	***
12224	Nursing Assistant IV	18.11	
12235	Optical Dispenser	30.02	
12236	Optical Technician	19.63	
12250	Pharmacy Technician	20.80	
12280	Phlebotomist	21.57	
12305	Radiologic Technologist	37.57	
12311	Registered Nurse I	31.18	
12312	Registered Nurse II	40.19	
12313	Registered Nurse II, Specialist	40.19	
12314	Registered Nurse III	48.63	
12315	Registered Nurse III, Anesthetist	48.63	
12316	Registered Nurse IV	58.29	
12317	Scheduler (Drug and Alcohol Testing)	32.38	
12320	Substance Abuse Treatment Counselor	23.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.17	
13012	Exhibits Specialist II	27.46	
13013	Exhibits Specialist III	33.59	
13041	Illustrator I	24.09	
13042	Illustrator II	29.83	
13043	Illustrator III	36.50	
13047	Librarian	37.13	
13050	Library Aide/Clerk	18.12	
13054	Library Information Technology Systems Administrator	33.53	
13058	Library Technician	23.73	
13061	Media Specialist I	24.19	
13062	Media Specialist II	27.06	
13063	Media Specialist III	30.17	
13071	Photographer I	19.21	
13072	Photographer II	21.48	
13073	Photographer III	26.61	
13074	Photographer IV	32.55	
13075	Photographer V	39.39	
13090	Technical Order Library Clerk	22.75	
13110	Video Teleconference Technician	29.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	23.85	
14042	Computer Operator II	26.69	
14043	Computer Operator III	29.74	
14044	Computer Operator IV	33.06	

14045	Computer Operator V		36.61
14071	Computer Programmer I	(see 1)	26.93
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		23.85
14160	Personal Computer Support Technician		33.06
14170	System Support Specialist		43.21

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		35.72	
15020	Aircrew Training Devices Instructor (Rated)		43.22	
15030	Air Crew Training Devices Instructor (Pilot)		49.32	
15050	Computer Based Training Specialist / Instructor		35.72	
15060	Educational Technologist		37.69	
15070	Flight Instructor (Pilot)		49.32	
15080	Graphic Artist		34.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		49.32	
15086	Maintenance Test Pilot, Rotary Wing		49.32	
15088	Non-Maintenance Test/Co-Pilot		49.32	
15090	Technical Instructor		30.03	
15095	Technical Instructor/Course Developer		36.73	
15110	Test Proctor		24.23	
15120	Tutor		24.23	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		15.58	***
16030	Counter Attendant		15.58	***
16040	Dry Cleaner		17.80	
16070	Finisher, Flatwork, Machine		15.58	***
16090	Presser, Hand		15.58	***
16110	Presser, Machine, Drycleaning		15.58	***
16130	Presser, Machine, Shirts		15.58	***
16160	Presser, Machine, Wearing Apparel, Laundry		15.58	***
16190	Sewing Machine Operator		18.54	
16220	Tailor		19.28	
16250	Washer, Machine		16.32	

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.74	
19040	Tool And Die Maker		30.09	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.53	
21030	Material Coordinator		28.85	
21040	Material Expediter		28.85	
21050	Material Handling Laborer		18.05	
21071	Order Filler		16.53	
21080	Production Line Worker (Food Processing)		19.53	
21110	Shipping Packer		19.26	
21130	Shipping/Receiving Clerk		19.26	
21140	Store Worker I		15.38	***
21150	Stock Clerk		19.52	
21210	Tools And Parts Attendant		19.53	
21410	Warehouse Specialist		19.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.24	
23019	Aircraft Logs and Records Technician		32.10	

23021	Aircraft Mechanic I	36.76
23022	Aircraft Mechanic II	38.24
23023	Aircraft Mechanic III	39.77
23040	Aircraft Mechanic Helper	28.68
23050	Aircraft, Painter	35.21
23060	Aircraft Servicer	32.10
23070	Aircraft Survival Flight Equipment Technician	35.21
23080	Aircraft Worker	33.67
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110	Appliance Mechanic	24.93
23120	Bicycle Repairer	17.99
23125	Cable Splicer	47.52
23130	Carpenter, Maintenance	30.65
23140	Carpet Layer	35.29
23160	Electrician, Maintenance	36.73
23181	Electronics Technician Maintenance I	29.92
23182	Electronics Technician Maintenance II	31.31
23183	Electronics Technician Maintenance III	32.68
23260	Fabric Worker	30.06
23290	Fire Alarm System Mechanic	35.08
23310	Fire Extinguisher Repairer	28.57
23311	Fuel Distribution System Mechanic	39.95
23312	Fuel Distribution System Operator	33.15
23370	General Maintenance Worker	24.52
23380	Ground Support Equipment Mechanic	36.76
23381	Ground Support Equipment Servicer	32.10
23382	Ground Support Equipment Worker	33.67
23391	Gunsmith I	28.57
23392	Gunsmith II	31.53
23393	Gunsmith III	34.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430	Heavy Equipment Mechanic	34.21
23440	Heavy Equipment Operator	34.81
23460	Instrument Mechanic	29.98
23465	Laboratory/Shelter Mechanic	32.98
23470	Laborer	18.05
23510	Locksmith	29.07
23530	Machinery Maintenance Mechanic	30.13
23550	Machinist, Maintenance	28.39
23580	Maintenance Trades Helper	19.59
23591	Metrology Technician I	29.98
23592	Metrology Technician II	31.19
23593	Metrology Technician III	32.44
23640	Millwright	30.81
23710	Office Appliance Repairer	25.51
23760	Painter, Maintenance	26.92
23790	Pipefitter, Maintenance	37.82
23810	Plumber, Maintenance	36.23
23820	Pneudraulic Systems Mechanic	34.43
23850	Rigger	30.61
23870	Scale Mechanic	31.53
23890	Sheet-Metal Worker, Maintenance	34.06
23910	Small Engine Mechanic	23.18
23931	Telecommunications Mechanic I	37.51
23932	Telecommunications Mechanic II	39.56
23950	Telephone Lineman	47.72
23960	Welder, Combination, Maintenance	26.68
23965	Well Driller	31.52
23970	Woodcraft Worker	34.43
23980	Woodworker	28.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.84	
24570	Child Care Attendant	15.04	***
24580	Child Care Center Clerk	18.75	
24610	Chore Aide	16.82	

24620	Family Readiness And Support Services Coordinator	17.84
24630	Homemaker	19.55

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	37.68	
25040	Sewage Plant Operator	29.77	
25070	Stationary Engineer	37.68	
25190	Ventilation Equipment Tender	29.39	
25210	Water Treatment Plant Operator	29.77	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.46	
27007	Baggage Inspector	18.65	
27008	Corrections Officer	37.45	
27010	Court Security Officer	33.88	
27030	Detection Dog Handler	20.86	
27040	Detention Officer	37.45	
27070	Firefighter	31.57	
27101	Guard I	18.65	
27102	Guard II	20.86	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	18.26	
28042	Carnival Equipment Repairer	19.42	
28043	Carnival Worker	14.49	***
28210	Gate Attendant/Gate Tender	18.47	
28310	Lifeguard	14.45	***
28350	Park Attendant (Aide)	20.66	
28510	Recreation Aide/Health Facility Attendant	15.07	***
28515	Recreation Specialist	25.59	
28630	Sports Official	16.45	
28690	Swimming Pool Operator	21.43	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.83	
29020	Hatch Tender	29.83	
29030	Line Handler	29.83	
29041	Stevedore I	28.44	
29042	Stevedore II	31.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	46.19	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.86	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08	
30021	Archeological Technician I	21.07	
30022	Archeological Technician II	23.57	
30023	Archeological Technician III	29.20	
30030	Cartographic Technician	29.20	
30040	Civil Engineering Technician	29.49	
30051	Cryogenic Technician I	30.26	
30052	Cryogenic Technician II	33.43	
30061	Drafter/CAD Operator I	21.07	
30062	Drafter/CAD Operator II	23.57	
30063	Drafter/CAD Operator III	26.27	
30064	Drafter/CAD Operator IV	32.34	
30081	Engineering Technician I	17.29	
30082	Engineering Technician II	19.42	
30083	Engineering Technician III	21.74	
30084	Engineering Technician IV	26.93	
30085	Engineering Technician V	32.93	

30086	Engineering Technician VI	39.69
30090	Environmental Technician	29.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	28.24
30221	Latent Fingerprint Technician I	37.06
30222	Latent Fingerprint Technician II	40.94
30240	Mathematical Technician	35.33
30361	Paralegal/Legal Assistant I	20.13
30362	Paralegal/Legal Assistant II	25.32
30363	Paralegal/Legal Assistant III	30.97
30364	Paralegal/Legal Assistant IV	37.46
30375	Petroleum Supply Specialist	33.43
30390	Photo-Optics Technician	29.20
30395	Radiation Control Technician	33.43
30461	Technical Writer I	31.57
30462	Technical Writer II	38.62
30463	Technical Writer III	46.74
30491	Unexploded Ordnance (UXO) Technician I	29.36
30492	Unexploded Ordnance (UXO) Technician II	35.52
30493	Unexploded Ordnance (UXO) Technician III	42.57
30494	Unexploded (UXO) Safety Escort	29.36
30495	Unexploded (UXO) Sweep Personnel	29.36
30501	Weather Forecaster I	32.34
30502	Weather Forecaster II	39.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.27
30621	Weather Observer, Senior	(see 2) 29.20

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	35.52	
31020	Bus Aide	20.53	
31030	Bus Driver	26.70	
31043	Driver Courier	21.04	
31260	Parking and Lot Attendant	15.55	***
31290	Shuttle Bus Driver	19.16	
31310	Taxi Driver	16.57	
31361	Truckdriver, Light	22.38	
31362	Truckdriver, Medium	23.55	
31363	Truckdriver, Heavy	25.42	
31364	Truckdriver, Tractor-Trailer	25.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.32	
99030	Cashier	14.39	***
99050	Desk Clerk	14.88	***
99095	Embalmer	40.21	
99130	Flight Follower	29.36	
99251	Laboratory Animal Caretaker I	19.09	
99252	Laboratory Animal Caretaker II	20.31	
99260	Marketing Analyst	36.92	
99310	Mortician	40.21	
99410	Pest Controller	23.48	
99510	Photofinishing Worker	20.42	
99710	Recycling Laborer	23.71	
99711	Recycling Specialist	27.54	
99730	Refuse Collector	21.86	
99810	Sales Clerk	14.84	***
99820	School Crossing Guard	15.51	***
99830	Survey Party Chief	31.74	
99831	Surveying Aide	22.57	
99832	Surveying Technician	28.86	
99840	Vending Machine Attendant	15.89	***
99841	Vending Machine Repairer	18.68	
99842	Vending Machine Repairer Helper	15.89	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4831

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Cass

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.52	***
01012	Accounting Clerk II	16.30	
01013	Accounting Clerk III	18.23	
01020	Administrative Assistant	29.03	
01035	Court Reporter	17.91	
01041	Customer Service Representative I	14.81	***
01042	Customer Service Representative II	16.50	
01043	Customer Service Representative III	18.13	
01051	Data Entry Operator I	15.76	***
01052	Data Entry Operator II	17.19	
01060	Dispatcher, Motor Vehicle	21.26	
01070	Document Preparation Clerk	16.46	
01090	Duplicating Machine Operator	16.46	
01111	General Clerk I	14.31	***
01112	General Clerk II	15.61	***
01113	General Clerk III	17.52	
01120	Housing Referral Assistant	19.97	
01141	Messenger Courier	13.98	***
01191	Order Clerk I	15.89	***
01192	Order Clerk II	17.34	
01261	Personnel Assistant (Employment) I	16.01	***

01262	Personnel Assistant (Employment) II	17.91	
01263	Personnel Assistant (Employment) III	19.97	
01270	Production Control Clerk	23.03	
01290	Rental Clerk	14.44	***
01300	Scheduler, Maintenance	16.01	***
01311	Secretary I	16.01	***
01312	Secretary II	17.91	
01313	Secretary III	19.97	
01320	Service Order Dispatcher	18.85	
01410	Supply Technician	29.03	
01420	Survey Worker	18.10	
01460	Switchboard Operator/Receptionist	14.49	***
01531	Travel Clerk I	15.05	***
01532	Travel Clerk II	16.26	
01533	Travel Clerk III	17.60	
01611	Word Processor I	14.27	***
01612	Word Processor II	16.01	***
01613	Word Processor III	18.09	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.23	
05010	Automotive Electrician	21.94	
05040	Automotive Glass Installer	20.68	
05070	Automotive Worker	20.68	
05110	Mobile Equipment Servicer	18.34	
05130	Motor Equipment Metal Mechanic	22.90	
05160	Motor Equipment Metal Worker	20.68	
05190	Motor Vehicle Mechanic	22.90	
05220	Motor Vehicle Mechanic Helper	17.17	
05250	Motor Vehicle Upholstery Worker	19.50	
05280	Motor Vehicle Wrecker	20.68	
05310	Painter, Automotive	21.94	
05340	Radiator Repair Specialist	20.68	
05370	Tire Repairer	16.02	***
05400	Transmission Repair Specialist	22.90	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.75	
09040	Furniture Handler	17.41	
09080	Furniture Refinisher	25.75	
09090	Furniture Refinisher Helper	20.15	
09110	Furniture Repairer, Minor	22.89	
09130	Upholsterer	28.33	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.91	***
11060	Elevator Operator	13.91	***
11090	Gardener	18.63	
11122	Housekeeping Aide	14.00	***
11150	Janitor	14.00	***
11210	Laborer, Grounds Maintenance	15.07	***
11240	Maid or Houseman	12.02	***
11260	Pruner	14.77	***
11270	Tractor Operator	17.44	
11330	Trail Maintenance Worker	15.07	***

11360	Window Cleaner	15.17	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.58	
12011	Breath Alcohol Technician	21.02	
12012	Certified Occupational Therapist Assistant	29.75	
12015	Certified Physical Therapist Assistant	28.93	
12020	Dental Assistant	21.50	
12025	Dental Hygienist	36.85	
12030	EKG Technician	31.46	
12035	Electroneurodiagnostic Technologist	31.46	
12040	Emergency Medical Technician	20.58	
12071	Licensed Practical Nurse I	18.80	
12072	Licensed Practical Nurse II	21.02	
12073	Licensed Practical Nurse III	23.43	
12100	Medical Assistant	17.68	
12130	Medical Laboratory Technician	22.45	
12160	Medical Record Clerk	16.54	
12190	Medical Record Technician	20.36	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	46.20	
12221	Nursing Assistant I	11.60	***
12222	Nursing Assistant II	13.04	***
12223	Nursing Assistant III	14.23	***
12224	Nursing Assistant IV	15.97	***
12235	Optical Dispenser	17.49	
12236	Optical Technician	18.80	
12250	Pharmacy Technician	17.59	
12280	Phlebotomist	17.60	
12305	Radiologic Technologist	29.40	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.50	
12317	Scheduler (Drug and Alcohol Testing)	26.04	
12320	Substance Abuse Treatment Counselor	22.66	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.78	
13012	Exhibits Specialist II	25.73	
13013	Exhibits Specialist III	31.47	
13041	Illustrator I	20.78	
13042	Illustrator II	25.73	
13043	Illustrator III	31.47	
13047	Librarian	28.49	
13050	Library Aide/Clerk	13.54	***
13054	Library Information Technology Systems Administrator	25.73	
13058	Library Technician	17.89	
13061	Media Specialist I	18.57	
13062	Media Specialist II	20.78	
13063	Media Specialist III	23.16	
13071	Photographer I	17.71	
13072	Photographer II	20.53	
13073	Photographer III	23.97	
13074	Photographer IV	28.53	
13075	Photographer V	34.25	
13090	Technical Order Library Clerk	16.33	
13110	Video Teleconference Technician	21.63	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.48	
14042	Computer Operator II	20.67	
14043	Computer Operator III	23.04	
14044	Computer Operator IV	25.61	

14045	Computer Operator V		28.36
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.48
14160	Personal Computer Support Technician		25.61
14170	System Support Specialist		28.36

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.86	
15020	Aircrew Training Devices Instructor (Rated)	37.33	
15030	Air Crew Training Devices Instructor (Pilot)	44.75	
15050	Computer Based Training Specialist / Instructor	30.86	
15060	Educational Technologist	30.63	
15070	Flight Instructor (Pilot)	44.75	
15080	Graphic Artist	23.37	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.75	
15086	Maintenance Test Pilot, Rotary Wing	44.75	
15088	Non-Maintenance Test/Co-Pilot	44.75	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	
15120	Tutor	19.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.81	
16030	Counter Attendant	16.81	
16040	Dry Cleaner	19.21	
16070	Finisher, Flatwork, Machine	16.81	
16090	Presser, Hand	16.81	
16110	Presser, Machine, Drycleaning	16.81	
16130	Presser, Machine, Shirts	16.81	
16160	Presser, Machine, Wearing Apparel, Laundry	16.81	
16190	Sewing Machine Operator	20.01	
16220	Tailor	20.81	
16250	Washer, Machine	17.61	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.98	
19040	Tool And Die Maker	29.17	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.09	
21030	Material Coordinator	23.03	
21040	Material Expediter	23.03	
21050	Material Handling Laborer	14.82	***
21071	Order Filler	15.65	***
21080	Production Line Worker (Food Processing)	20.02	
21110	Shipping Packer	17.74	
21130	Shipping/Receiving Clerk	17.74	
21140	Store Worker I	15.79	***
21150	Stock Clerk	20.18	
21210	Tools And Parts Attendant	18.09	
21410	Warehouse Specialist	19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.98	
23019	Aircraft Logs and Records Technician	22.06	

23021	Aircraft Mechanic I	25.89	
23022	Aircraft Mechanic II	26.98	
23023	Aircraft Mechanic III	28.06	
23040	Aircraft Mechanic Helper	20.04	
23050	Aircraft, Painter	24.82	
23060	Aircraft Servicer	22.06	
23070	Aircraft Survival Flight Equipment Technician	24.82	
23080	Aircraft Worker	23.39	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.39	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.89	
23110	Appliance Mechanic	25.52	
23120	Bicycle Repairer	21.33	
23125	Cable Splicer	31.83	
23130	Carpenter, Maintenance	22.78	
23140	Carpet Layer	24.01	
23160	Electrician, Maintenance	31.46	
23181	Electronics Technician Maintenance I	26.12	
23182	Electronics Technician Maintenance II	27.71	
23183	Electronics Technician Maintenance III	28.92	
23260	Fabric Worker	22.68	
23290	Fire Alarm System Mechanic	29.82	
23310	Fire Extinguisher Repairer	21.33	
23311	Fuel Distribution System Mechanic	24.15	
23312	Fuel Distribution System Operator	19.75	
23370	General Maintenance Worker	19.06	
23380	Ground Support Equipment Mechanic	25.89	
23381	Ground Support Equipment Servicer	22.06	
23382	Ground Support Equipment Worker	23.39	
23391	Gunsmith I	21.33	
23392	Gunsmith II	24.06	
23393	Gunsmith III	26.63	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.14	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.37	
23430	Heavy Equipment Mechanic	28.29	
23440	Heavy Equipment Operator	33.32	
23460	Instrument Mechanic	26.63	
23465	Laboratory/Shelter Mechanic	25.52	
23470	Laborer	14.82	***
23510	Locksmith	25.37	
23530	Machinery Maintenance Mechanic	28.38	
23550	Machinist, Maintenance	22.34	
23580	Maintenance Trades Helper	17.35	
23591	Metrology Technician I	26.63	
23592	Metrology Technician II	27.75	
23593	Metrology Technician III	28.87	
23640	Millwright	29.44	
23710	Office Appliance Repairer	20.96	
23760	Painter, Maintenance	21.50	
23790	Pipefitter, Maintenance	29.71	
23810	Plumber, Maintenance	28.47	
23820	Pneudraulic Systems Mechanic	26.63	
23850	Rigger	26.63	
23870	Scale Mechanic	24.06	
23890	Sheet-Metal Worker, Maintenance	27.51	
23910	Small Engine Mechanic	20.88	
23931	Telecommunications Mechanic I	27.38	
23932	Telecommunications Mechanic II	28.47	
23950	Telephone Lineman	25.56	
23960	Welder, Combination, Maintenance	21.68	
23965	Well Driller	26.58	
23970	Woodcraft Worker	26.63	
23980	Woodworker	21.33	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.78	
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.45	***
24610	Chore Aide	12.62	***

24620	Family Readiness And Support Services Coordinator	17.78
24630	Homemaker	17.78

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.63	
25040	Sewage Plant Operator	23.12	
25070	Stationary Engineer	26.63	
25190	Ventilation Equipment Tender	19.97	
25210	Water Treatment Plant Operator	23.12	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.46	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	27.51	
27010	Court Security Officer	27.51	
27030	Detection Dog Handler	16.64	
27040	Detention Officer	27.51	
27070	Firefighter	30.26	
27101	Guard I	14.74	***
27102	Guard II	16.64	
27131	Police Officer I	27.80	
27132	Police Officer II	30.90	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	15.35	***
28310	Lifeguard	12.43	***
28350	Park Attendant (Aide)	17.17	
28510	Recreation Aide/Health Facility Attendant	12.53	***
28515	Recreation Specialist	21.26	
28630	Sports Official	13.67	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.73	
29020	Hatch Tender	24.73	
29030	Line Handler	24.73	
29041	Stevedore I	23.74	
29042	Stevedore II	25.96	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.77	
30022	Archeological Technician II	21.00	
30023	Archeological Technician III	26.02	
30030	Cartographic Technician	26.02	
30040	Civil Engineering Technician	29.27	
30051	Cryogenic Technician I	28.81	
30052	Cryogenic Technician II	31.83	
30061	Drafter/CAD Operator I	18.77	
30062	Drafter/CAD Operator II	21.00	
30063	Drafter/CAD Operator III	23.41	
30064	Drafter/CAD Operator IV	28.81	
30081	Engineering Technician I	15.07	***
30082	Engineering Technician II	16.92	
30083	Engineering Technician III	19.40	
30084	Engineering Technician IV	23.45	
30085	Engineering Technician V	28.69	

30086	Engineering Technician VI	34.71
30090	Environmental Technician	23.85
30095	Evidence Control Specialist	26.02
30210	Laboratory Technician	20.31
30221	Latent Fingerprint Technician I	28.81
30222	Latent Fingerprint Technician II	31.83
30240	Mathematical Technician	26.24
30361	Paralegal/Legal Assistant I	18.51
30362	Paralegal/Legal Assistant II	22.93
30363	Paralegal/Legal Assistant III	28.05
30364	Paralegal/Legal Assistant IV	33.95
30375	Petroleum Supply Specialist	31.83
30390	Photo-Optics Technician	26.02
30395	Radiation Control Technician	31.83
30461	Technical Writer I	26.02
30462	Technical Writer II	31.83
30463	Technical Writer III	38.50
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.81
30502	Weather Forecaster II	35.04
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.41
30621	Weather Observer, Senior	(see 2) 26.02

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.04	***
31030	Bus Driver	21.09	
31043	Driver Courier	16.69	
31260	Parking and Lot Attendant	13.12	***
31290	Shuttle Bus Driver	16.87	
31310	Taxi Driver	16.71	
31361	Truckdriver, Light	17.82	
31362	Truckdriver, Medium	18.95	
31363	Truckdriver, Heavy	23.15	
31364	Truckdriver, Tractor-Trailer	23.15	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.17	***
99050	Desk Clerk	11.59	***
99095	Embalmer	26.68	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.07	***
99252	Laboratory Animal Caretaker II	15.03	***
99260	Marketing Analyst	26.65	
99310	Mortician	26.68	
99410	Pest Controller	19.16	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	21.18	
99711	Recycling Specialist	24.51	
99730	Refuse Collector	19.55	
99810	Sales Clerk	13.32	***
99820	School Crossing Guard	15.13	***
99830	Survey Party Chief	25.06	
99831	Surveying Aide	13.16	***
99832	Surveying Technician	20.88	
99840	Vending Machine Attendant	20.91	
99841	Vending Machine Repairer	25.18	
99842	Vending Machine Repairer Helper	20.91	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4833

States/Territories. : Michigan

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Washtenaw

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.96	
01012	Accounting Clerk II	20.16	
01013	Accounting Clerk III	22.55	
01020	Administrative Assistant	31.59	
01035	Court Reporter	21.09	
01041	Customer Service Representative I	15.94	***
01042	Customer Service Representative II	17.91	
01043	Customer Service Representative III	19.55	
01051	Data Entry Operator I	16.41	
01052	Data Entry Operator II	17.91	
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	17.41	
01090	Duplicating Machine Operator	17.41	
01111	General Clerk I	14.55	***
01112	General Clerk II	15.87	***
01113	General Clerk III	17.82	
01120	Housing Referral Assistant	22.94	
01141	Messenger Courier	14.15	***
01191	Order Clerk I	16.96	
01192	Order Clerk II	18.51	
01261	Personnel Assistant (Employment) I	17.87	

01262	Personnel Assistant (Employment) II	19.99	
01263	Personnel Assistant (Employment) III	22.29	
01270	Production Control Clerk	23.99	
01290	Rental Clerk	17.59	
01300	Scheduler, Maintenance	18.39	
01311	Secretary I	18.39	
01312	Secretary II	20.58	
01313	Secretary III	22.94	
01320	Service Order Dispatcher	19.04	
01410	Supply Technician	31.59	
01420	Survey Worker	20.10	
01460	Switchboard Operator/Receptionist	15.03	***
01531	Travel Clerk I	19.83	
01532	Travel Clerk II	21.55	
01533	Travel Clerk III	23.31	
01611	Word Processor I	15.47	***
01612	Word Processor II	17.37	
01613	Word Processor III	19.43	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.60	
05010	Automotive Electrician	28.42	
05040	Automotive Glass Installer	27.51	
05070	Automotive Worker	27.51	
05110	Mobile Equipment Servicer	25.54	
05130	Motor Equipment Metal Mechanic	29.60	
05160	Motor Equipment Metal Worker	27.51	
05190	Motor Vehicle Mechanic	29.60	
05220	Motor Vehicle Mechanic Helper	23.96	
05250	Motor Vehicle Upholstery Worker	26.50	
05280	Motor Vehicle Wrecker	27.51	
05310	Painter, Automotive	28.42	
05340	Radiator Repair Specialist	27.51	
05370	Tire Repairer	22.14	
05400	Transmission Repair Specialist	29.60	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.07	***
07041	Cook I	18.32	
07042	Cook II	19.74	
07070	Dishwasher	12.28	***
07130	Food Service Worker	13.70	***
07210	Meat Cutter	17.92	
07260	Waiter/Waitress	13.26	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.50	
09040	Furniture Handler	19.18	
09080	Furniture Refinisher	25.50	
09090	Furniture Refinisher Helper	22.13	
09110	Furniture Repairer, Minor	23.77	
09130	Upholsterer	25.50	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	18.15	
11090	Gardener	20.29	
11122	Housekeeping Aide	18.15	
11150	Janitor	18.15	
11210	Laborer, Grounds Maintenance	16.50	
11240	Maid or Houseman	13.81	***
11260	Pruner	15.23	***
11270	Tractor Operator	19.04	
11330	Trail Maintenance Worker	16.50	

11360	Window Cleaner	19.66
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	25.45	
12012	Certified Occupational Therapist Assistant	32.36	
12015	Certified Physical Therapist Assistant	29.75	
12020	Dental Assistant	22.68	
12025	Dental Hygienist	37.25	
12030	EKG Technician	31.99	
12035	Electroneurodiagnostic Technologist	31.99	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	22.75	
12072	Licensed Practical Nurse II	25.45	
12073	Licensed Practical Nurse III	28.37	
12100	Medical Assistant	18.63	
12130	Medical Laboratory Technician	28.69	
12160	Medical Record Clerk	21.84	
12190	Medical Record Technician	24.42	
12195	Medical Transcriptionist	20.31	
12210	Nuclear Medicine Technologist	40.81	
12221	Nursing Assistant I	13.40	***
12222	Nursing Assistant II	15.07	***
12223	Nursing Assistant III	16.44	
12224	Nursing Assistant IV	18.45	
12235	Optical Dispenser	19.36	
12236	Optical Technician	22.75	
12250	Pharmacy Technician	19.41	
12280	Phlebotomist	18.45	
12305	Radiologic Technologist	30.35	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	32.20	
12313	Registered Nurse II, Specialist	32.20	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	31.53	
12320	Substance Abuse Treatment Counselor	32.01	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	25.87	
13012	Exhibits Specialist II	32.05	
13013	Exhibits Specialist III	39.21	
13041	Illustrator I	25.87	
13042	Illustrator II	32.05	
13043	Illustrator III	39.21	
13047	Librarian	35.49	
13050	Library Aide/Clerk	14.84	***
13054	Library Information Technology Systems Administrator	32.05	
13058	Library Technician	22.26	
13061	Media Specialist I	23.12	
13062	Media Specialist II	25.87	
13063	Media Specialist III	28.84	
13071	Photographer I	20.04	
13072	Photographer II	22.61	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	41.10	
13090	Technical Order Library Clerk	18.91	
13110	Video Teleconference Technician	21.04	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.41	
14042	Computer Operator II	20.87	
14043	Computer Operator III	23.27	
14044	Computer Operator IV	25.81	

14045	Computer Operator V		28.17
14071	Computer Programmer I	(see 1)	22.60
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.41
14160	Personal Computer Support Technician		25.81
14170	System Support Specialist		31.29

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.63	
15020	Aircrew Training Devices Instructor (Rated)	40.68	
15030	Air Crew Training Devices Instructor (Pilot)	48.77	
15050	Computer Based Training Specialist / Instructor	33.63	
15060	Educational Technologist	32.10	
15070	Flight Instructor (Pilot)	48.77	
15080	Graphic Artist	28.46	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.77	
15086	Maintenance Test Pilot, Rotary Wing	48.77	
15088	Non-Maintenance Test/Co-Pilot	48.77	
15090	Technical Instructor	24.59	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.56	***
16030	Counter Attendant	11.56	***
16040	Dry Cleaner	15.51	***
16070	Finisher, Flatwork, Machine	11.56	***
16090	Presser, Hand	11.56	***
16110	Presser, Machine, Drycleaning	11.56	***
16130	Presser, Machine, Shirts	11.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.56	***
16190	Sewing Machine Operator	16.88	
16220	Tailor	18.20	
16250	Washer, Machine	12.86	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.32	
19040	Tool And Die Maker	31.33	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.65	
21030	Material Coordinator	24.54	
21040	Material Expediter	24.54	
21050	Material Handling Laborer	15.24	***
21071	Order Filler	15.25	***
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	18.76	
21130	Shipping/Receiving Clerk	18.76	
21140	Store Worker I	20.12	
21150	Stock Clerk	25.57	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	30.03	
23019	Aircraft Logs and Records Technician	26.01	

23021	Aircraft Mechanic I	29.05
23022	Aircraft Mechanic II	30.03
23023	Aircraft Mechanic III	31.05
23040	Aircraft Mechanic Helper	23.52
23050	Aircraft, Painter	27.90
23060	Aircraft Servicer	26.01
23070	Aircraft Survival Flight Equipment Technician	27.90
23080	Aircraft Worker	27.01
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.01
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.05
23110	Appliance Mechanic	28.05
23120	Bicycle Repairer	25.89
23125	Cable Splicer	40.87
23130	Carpenter, Maintenance	32.63
23140	Carpet Layer	27.89
23160	Electrician, Maintenance	36.57
23181	Electronics Technician Maintenance I	29.80
23182	Electronics Technician Maintenance II	30.78
23183	Electronics Technician Maintenance III	32.06
23260	Fabric Worker	26.86
23290	Fire Alarm System Mechanic	29.91
23310	Fire Extinguisher Repairer	25.89
23311	Fuel Distribution System Mechanic	38.58
23312	Fuel Distribution System Operator	33.29
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	29.05
23381	Ground Support Equipment Servicer	26.01
23382	Ground Support Equipment Worker	27.01
23391	Gunsmith I	25.89
23392	Gunsmith II	27.89
23393	Gunsmith III	30.01
23410	Heating, Ventilation And Air-Conditioning Mechanic	33.50
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.60
23430	Heavy Equipment Mechanic	30.01
23440	Heavy Equipment Operator	29.75
23460	Instrument Mechanic	30.01
23465	Laboratory/Shelter Mechanic	28.81
23470	Laborer	16.69
23510	Locksmith	28.81
23530	Machinery Maintenance Mechanic	29.07
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	21.99
23591	Metrology Technician I	30.01
23592	Metrology Technician II	31.02
23593	Metrology Technician III	32.08
23640	Millwright	34.22
23710	Office Appliance Repairer	27.24
23760	Painter, Maintenance	26.60
23790	Pipefitter, Maintenance	37.06
23810	Plumber, Maintenance	35.58
23820	Pneudraulic Systems Mechanic	30.01
23850	Rigger	30.01
23870	Scale Mechanic	27.89
23890	Sheet-Metal Worker, Maintenance	30.01
23910	Small Engine Mechanic	27.89
23931	Telecommunications Mechanic I	30.01
23932	Telecommunications Mechanic II	31.02
23950	Telephone Lineman	29.06
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	30.01
23970	Woodcraft Worker	30.01
23980	Woodworker	25.89

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.15	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	12.87	***

24620	Family Readiness And Support Services Coordinator	19.15
24630	Homemaker	19.20

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	34.55	
25040	Sewage Plant Operator	29.49	
25070	Stationary Engineer	34.55	
25190	Ventilation Equipment Tender	27.96	
25210	Water Treatment Plant Operator	29.49	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	25.52	
27007	Baggage Inspector	17.03	
27008	Corrections Officer	28.15	
27010	Court Security Officer	27.27	
27030	Detection Dog Handler	20.31	
27040	Detention Officer	28.15	
27070	Firefighter	25.74	
27101	Guard I	17.03	
27102	Guard II	20.31	
27131	Police Officer I	29.45	
27132	Police Officer II	32.73	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.05	***
28042	Carnival Equipment Repairer	16.04	***
28043	Carnival Worker	12.22	***
28210	Gate Attendant/Gate Tender	15.65	***
28310	Lifeguard	14.83	***
28350	Park Attendant (Aide)	17.51	
28510	Recreation Aide/Health Facility Attendant	12.28	***
28515	Recreation Specialist	19.64	
28630	Sports Official	13.94	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.89	
29020	Hatch Tender	27.89	
29030	Line Handler	27.89	
29041	Stevedore I	26.86	
29042	Stevedore II	28.81	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	28.51	
30051	Cryogenic Technician I	28.56	
30052	Cryogenic Technician II	31.52	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	24.21	
30084	Engineering Technician IV	30.00	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	28.63
30095	Evidence Control Specialist	25.24
30210	Laboratory Technician	22.92
30221	Latent Fingerprint Technician I	28.56
30222	Latent Fingerprint Technician II	31.52
30240	Mathematical Technician	30.61
30361	Paralegal/Legal Assistant I	22.94
30362	Paralegal/Legal Assistant II	28.42
30363	Paralegal/Legal Assistant III	34.77
30364	Paralegal/Legal Assistant IV	42.06
30375	Petroleum Supply Specialist	30.88
30390	Photo-Optics Technician	28.08
30395	Radiation Control Technician	30.88
30461	Technical Writer I	27.70
30462	Technical Writer II	33.89
30463	Technical Writer III	41.01
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.49
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.05
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	18.23	
31030	Bus Driver	23.26	
31043	Driver Courier	18.63	
31260	Parking and Lot Attendant	14.91	***
31290	Shuttle Bus Driver	18.55	
31310	Taxi Driver	16.46	
31361	Truckdriver, Light	19.85	
31362	Truckdriver, Medium	20.60	
31363	Truckdriver, Heavy	23.75	
31364	Truckdriver, Tractor-Trailer	23.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.59	***
99050	Desk Clerk	13.08	***
99095	Embalmer	28.85	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	15.15	***
99252	Laboratory Animal Caretaker II	16.50	
99260	Marketing Analyst	31.93	
99310	Mortician	28.85	
99410	Pest Controller	28.35	
99510	Photofinishing Worker	15.49	***
99710	Recycling Laborer	23.35	
99711	Recycling Specialist	26.71	
99730	Refuse Collector	21.56	
99810	Sales Clerk	14.16	***
99820	School Crossing Guard	15.02	***
99830	Survey Party Chief	22.62	
99831	Surveying Aide	12.97	***
99832	Surveying Technician	19.86	
99840	Vending Machine Attendant	27.39	
99841	Vending Machine Repairer	31.45	
99842	Vending Machine Repairer Helper	27.39	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c) (1)).

<<< Wage Determination No. : 2015-4835

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Calhoun

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.68	***
01012	Accounting Clerk II	17.61	
01013	Accounting Clerk III	19.69	
01020	Administrative Assistant	28.77	
01035	Court Reporter	18.68	
01041	Customer Service Representative I	13.83	***
01042	Customer Service Representative II	15.56	***
01043	Customer Service Representative III	16.97	
01051	Data Entry Operator I	14.62	***
01052	Data Entry Operator II	15.95	***
01060	Dispatcher, Motor Vehicle	20.55	
01070	Document Preparation Clerk	14.96	***
01090	Duplicating Machine Operator	14.96	***
01111	General Clerk I	14.80	***
01112	General Clerk II	16.15	***
01113	General Clerk III	18.12	
01120	Housing Referral Assistant	20.82	
01141	Messenger Courier	12.42	***
01191	Order Clerk I	15.55	***
01192	Order Clerk II	16.97	
01261	Personnel Assistant (Employment) I	16.01	***

01262	Personnel Assistant (Employment) II	17.91	
01263	Personnel Assistant (Employment) III	19.97	
01270	Production Control Clerk	22.55	
01290	Rental Clerk	17.14	
01300	Scheduler, Maintenance	16.69	
01311	Secretary I	16.69	
01312	Secretary II	18.68	
01313	Secretary III	20.82	
01320	Service Order Dispatcher	18.36	
01410	Supply Technician	28.77	
01420	Survey Worker	17.91	
01460	Switchboard Operator/Receptionist	14.16	***
01531	Travel Clerk I	13.87	***
01532	Travel Clerk II	14.82	***
01533	Travel Clerk III	15.91	***
01611	Word Processor I	14.87	***
01612	Word Processor II	16.69	
01613	Word Processor III	18.68	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.06	
05010	Automotive Electrician	21.95	
05040	Automotive Glass Installer	20.80	
05070	Automotive Worker	20.80	
05110	Mobile Equipment Servicer	18.56	
05130	Motor Equipment Metal Mechanic	23.07	
05160	Motor Equipment Metal Worker	20.80	
05190	Motor Vehicle Mechanic	23.07	
05220	Motor Vehicle Mechanic Helper	17.54	
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	20.80	
05310	Painter, Automotive	21.95	
05340	Radiator Repair Specialist	20.80	
05370	Tire Repairer	17.62	
05400	Transmission Repair Specialist	23.07	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.92	
07260	Waiter/Waitress	14.34	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.07	
09040	Furniture Handler	18.46	
09080	Furniture Refinisher	26.07	
09090	Furniture Refinisher Helper	20.94	
09110	Furniture Repairer, Minor	23.28	
09130	Upholsterer	26.07	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.73	***
11060	Elevator Operator	15.66	***
11090	Gardener	17.27	
11122	Housekeeping Aide	15.66	***
11150	Janitor	15.66	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	12.12	***
11260	Pruner	14.77	***
11270	Tractor Operator	16.32	
11330	Trail Maintenance Worker	14.39	***

11360	Window Cleaner	16.75
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	24.06	
12011	Breath Alcohol Technician	24.72	
12012	Certified Occupational Therapist Assistant	33.91	
12015	Certified Physical Therapist Assistant	28.63	
12020	Dental Assistant	18.64	
12025	Dental Hygienist	29.66	
12030	EKG Technician	37.47	
12035	Electroneurodiagnostic Technologist	37.47	
12040	Emergency Medical Technician	24.06	
12071	Licensed Practical Nurse I	22.11	
12072	Licensed Practical Nurse II	24.72	
12073	Licensed Practical Nurse III	27.56	
12100	Medical Assistant	17.89	
12130	Medical Laboratory Technician	25.37	
12160	Medical Record Clerk	18.80	
12190	Medical Record Technician	21.04	
12195	Medical Transcriptionist	22.11	
12210	Nuclear Medicine Technologist	54.33	
12221	Nursing Assistant I	12.52	***
12222	Nursing Assistant II	14.07	***
12223	Nursing Assistant III	15.35	***
12224	Nursing Assistant IV	17.23	
12235	Optical Dispenser	21.73	
12236	Optical Technician	22.11	
12250	Pharmacy Technician	17.39	
12280	Phlebotomist	22.11	
12305	Radiologic Technologist	29.79	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.57	
12317	Scheduler (Drug and Alcohol Testing)	30.61	
12320	Substance Abuse Treatment Counselor	28.77	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.92	
13012	Exhibits Specialist II	25.91	
13013	Exhibits Specialist III	31.70	
13041	Illustrator I	20.92	
13042	Illustrator II	25.91	
13043	Illustrator III	31.70	
13047	Librarian	28.70	
13050	Library Aide/Clerk	16.38	
13054	Library Information Technology Systems Administrator	25.91	
13058	Library Technician	15.27	***
13061	Media Specialist I	18.70	
13062	Media Specialist II	20.92	
13063	Media Specialist III	23.32	
13071	Photographer I	18.70	
13072	Photographer II	20.92	
13073	Photographer III	25.91	
13074	Photographer IV	31.38	
13075	Photographer V	37.68	
13090	Technical Order Library Clerk	19.04	
13110	Video Teleconference Technician	18.70	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.12	
14042	Computer Operator II	19.15	
14043	Computer Operator III	21.36	
14044	Computer Operator IV	23.73	

14045	Computer Operator V		26.27
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.12
14160	Personal Computer Support Technician		23.73
14170	System Support Specialist		26.27

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		32.15	
15020	Aircrew Training Devices Instructor (Rated)		38.89	
15030	Air Crew Training Devices Instructor (Pilot)		46.07	
15050	Computer Based Training Specialist / Instructor		32.15	
15060	Educational Technologist		37.12	
15070	Flight Instructor (Pilot)		46.07	
15080	Graphic Artist		23.88	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		46.07	
15086	Maintenance Test Pilot, Rotary Wing		46.07	
15088	Non-Maintenance Test/Co-Pilot		46.07	
15090	Technical Instructor		24.30	
15095	Technical Instructor/Course Developer		29.73	
15110	Test Proctor		19.97	
15120	Tutor		19.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.32	
19040	Tool And Die Maker		32.76	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.07	
21030	Material Coordinator		23.20	
21040	Material Expediter		23.20	
21050	Material Handling Laborer		16.60	
21071	Order Filler		15.26	***
21080	Production Line Worker (Food Processing)		21.07	
21110	Shipping Packer		18.87	
21130	Shipping/Receiving Clerk		18.87	
21140	Store Worker I		16.47	
21150	Stock Clerk		20.25	
21210	Tools And Parts Attendant		21.07	
21410	Warehouse Specialist		21.07	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		28.89	
23019	Aircraft Logs and Records Technician		23.40	

23021	Aircraft Mechanic I	27.53
23022	Aircraft Mechanic II	28.89
23023	Aircraft Mechanic III	30.16
23040	Aircraft Mechanic Helper	20.94
23050	Aircraft, Painter	26.20
23060	Aircraft Servicer	23.40
23070	Aircraft Survival Flight Equipment Technician	26.20
23080	Aircraft Worker	24.82
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.82
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.53
23110	Appliance Mechanic	26.20
23120	Bicycle Repairer	22.15
23125	Cable Splicer	27.53
23130	Carpenter, Maintenance	23.01
23140	Carpet Layer	24.82
23160	Electrician, Maintenance	36.54
23181	Electronics Technician Maintenance I	24.82
23182	Electronics Technician Maintenance II	26.20
23183	Electronics Technician Maintenance III	27.53
23260	Fabric Worker	23.40
23290	Fire Alarm System Mechanic	27.53
23310	Fire Extinguisher Repairer	22.15
23311	Fuel Distribution System Mechanic	27.40
23312	Fuel Distribution System Operator	22.04
23370	General Maintenance Worker	20.26
23380	Ground Support Equipment Mechanic	27.53
23381	Ground Support Equipment Servicer	23.40
23382	Ground Support Equipment Worker	24.82
23391	Gunsmith I	22.15
23392	Gunsmith II	24.82
23393	Gunsmith III	27.53
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.75
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.27
23430	Heavy Equipment Mechanic	27.53
23440	Heavy Equipment Operator	29.15
23460	Instrument Mechanic	27.53
23465	Laboratory/Shelter Mechanic	26.20
23470	Laborer	16.60
23510	Locksmith	26.20
23530	Machinery Maintenance Mechanic	29.22
23550	Machinist, Maintenance	28.74
23580	Maintenance Trades Helper	20.94
23591	Metrology Technician I	27.53
23592	Metrology Technician II	28.89
23593	Metrology Technician III	30.16
23640	Millwright	29.94
23710	Office Appliance Repairer	26.20
23760	Painter, Maintenance	26.20
23790	Pipefitter, Maintenance	29.44
23810	Plumber, Maintenance	28.02
23820	Pneudraulic Systems Mechanic	27.53
23850	Rigger	27.53
23870	Scale Mechanic	24.82
23890	Sheet-Metal Worker, Maintenance	32.30
23910	Small Engine Mechanic	24.82
23931	Telecommunications Mechanic I	27.53
23932	Telecommunications Mechanic II	28.89
23950	Telephone Lineman	27.53
23960	Welder, Combination, Maintenance	21.46
23965	Well Driller	27.53
23970	Woodcraft Worker	27.53
23980	Woodworker	22.15

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.80	
24570	Child Care Attendant	11.60	***
24580	Child Care Center Clerk	14.47	***
24610	Chore Aide	13.88	***

24620	Family Readiness And Support Services Coordinator	17.80
24630	Homemaker	17.80

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.53	
25040	Sewage Plant Operator	23.17	
25070	Stationary Engineer	27.53	
25190	Ventilation Equipment Tender	20.84	
25210	Water Treatment Plant Operator	23.17	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.29	
27007	Baggage Inspector	15.14	***
27008	Corrections Officer	25.56	
27010	Court Security Officer	25.56	
27030	Detection Dog Handler	16.94	
27040	Detention Officer	25.56	
27070	Firefighter	25.85	
27101	Guard I	15.14	***
27102	Guard II	16.94	
27131	Police Officer I	27.95	
27132	Police Officer II	31.06	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	17.51	
28310	Lifeguard	15.60	***
28350	Park Attendant (Aide)	19.58	
28510	Recreation Aide/Health Facility Attendant	14.29	***
28515	Recreation Specialist	24.27	
28630	Sports Official	15.60	***
28690	Swimming Pool Operator	24.42	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.82	
29020	Hatch Tender	24.82	
29030	Line Handler	24.82	
29041	Stevedore I	23.74	
29042	Stevedore II	26.20	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.55	
30022	Archeological Technician II	18.51	
30023	Archeological Technician III	22.94	
30030	Cartographic Technician	22.94	
30040	Civil Engineering Technician	22.74	
30051	Cryogenic Technician I	25.18	
30052	Cryogenic Technician II	27.81	
30061	Drafter/CAD Operator I	16.55	
30062	Drafter/CAD Operator II	18.51	
30063	Drafter/CAD Operator III	20.65	
30064	Drafter/CAD Operator IV	25.40	
30081	Engineering Technician I	14.89	***
30082	Engineering Technician II	16.55	
30083	Engineering Technician III	19.40	
30084	Engineering Technician IV	22.73	
30085	Engineering Technician V	27.81	

30086	Engineering Technician VI	33.65
30090	Environmental Technician	22.73
30095	Evidence Control Specialist	22.73
30210	Laboratory Technician	20.46
30221	Latent Fingerprint Technician I	25.18
30222	Latent Fingerprint Technician II	27.81
30240	Mathematical Technician	22.94
30361	Paralegal/Legal Assistant I	18.32
30362	Paralegal/Legal Assistant II	21.59
30363	Paralegal/Legal Assistant III	26.41
30364	Paralegal/Legal Assistant IV	31.96
30375	Petroleum Supply Specialist	27.81
30390	Photo-Optics Technician	22.94
30395	Radiation Control Technician	27.81
30461	Technical Writer I	22.94
30462	Technical Writer II	28.07
30463	Technical Writer III	33.65
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.40
30502	Weather Forecaster II	30.89
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.65
30621	Weather Observer, Senior	(see 2) 24.08

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.07	***
31030	Bus Driver	20.37	
31043	Driver Courier	17.44	
31260	Parking and Lot Attendant	15.22	***
31290	Shuttle Bus Driver	17.94	
31310	Taxi Driver	15.19	***
31361	Truckdriver, Light	18.45	
31362	Truckdriver, Medium	19.49	
31363	Truckdriver, Heavy	23.14	
31364	Truckdriver, Tractor-Trailer	23.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.27	***
99050	Desk Clerk	14.03	***
99095	Embalmer	26.68	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.00	***
99252	Laboratory Animal Caretaker II	15.87	***
99260	Marketing Analyst	41.23	
99310	Mortician	26.68	
99410	Pest Controller	24.06	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	18.98	
99711	Recycling Specialist	21.53	
99730	Refuse Collector	17.74	
99810	Sales Clerk	13.92	***
99820	School Crossing Guard	17.74	
99830	Survey Party Chief	21.71	
99831	Surveying Aide	11.40	***
99832	Surveying Technician	18.09	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	25.53	
99842	Vending Machine Repairer Helper	21.53	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4837

States/Territories. : Michigan

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Bay

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.76	***
01012	Accounting Clerk II	16.58	
01013	Accounting Clerk III	18.54	
01020	Administrative Assistant	25.49	
01035	Court Reporter	18.19	
01041	Customer Service Representative I	13.34	***
01042	Customer Service Representative II	14.56	***
01043	Customer Service Representative III	16.35	
01051	Data Entry Operator I	13.28	***
01052	Data Entry Operator II	14.49	***
01060	Dispatcher, Motor Vehicle	19.70	
01070	Document Preparation Clerk	14.49	***
01090	Duplicating Machine Operator	14.49	***
01111	General Clerk I	14.41	***
01112	General Clerk II	15.73	***
01113	General Clerk III	17.65	
01120	Housing Referral Assistant	20.28	
01141	Messenger Courier	11.81	***
01191	Order Clerk I	15.92	***
01192	Order Clerk II	17.38	
01261	Personnel Assistant (Employment) I	16.72	

01262	Personnel Assistant (Employment) II	18.70	
01263	Personnel Assistant (Employment) III	20.86	
01270	Production Control Clerk	22.01	
01290	Rental Clerk	14.54	***
01300	Scheduler, Maintenance	16.26	
01311	Secretary I	16.26	
01312	Secretary II	18.19	
01313	Secretary III	20.28	
01320	Service Order Dispatcher	17.61	
01410	Supply Technician	25.49	
01420	Survey Worker	18.19	
01460	Switchboard Operator/Receptionist	13.84	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	14.49	***
01612	Word Processor II	16.26	
01613	Word Processor III	18.19	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.12	
05010	Automotive Electrician	21.25	
05040	Automotive Glass Installer	20.54	
05070	Automotive Worker	20.54	
05110	Mobile Equipment Servicer	18.75	
05130	Motor Equipment Metal Mechanic	22.36	
05160	Motor Equipment Metal Worker	20.54	
05190	Motor Vehicle Mechanic	22.36	
05220	Motor Vehicle Mechanic Helper	17.65	
05250	Motor Vehicle Upholstery Worker	19.70	
05280	Motor Vehicle Wrecker	20.54	
05310	Painter, Automotive	21.25	
05340	Radiator Repair Specialist	20.54	
05370	Tire Repairer	18.49	
05400	Transmission Repair Specialist	22.36	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.84	
07041	Cook I	13.88	***
07042	Cook II	15.21	***
07070	Dishwasher	11.62	***
07130	Food Service Worker	11.72	***
07210	Meat Cutter	15.15	***
07260	Waiter/Waitress	11.78	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.04	
09040	Furniture Handler	17.69	
09080	Furniture Refinisher	24.04	
09090	Furniture Refinisher Helper	20.01	
09110	Furniture Repairer, Minor	22.29	
09130	Upholsterer	24.04	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.65	***
11060	Elevator Operator	13.92	***
11090	Gardener	18.16	
11122	Housekeeping Aide	13.92	***
11150	Janitor	13.92	***
11210	Laborer, Grounds Maintenance	14.77	***
11240	Maid or Houseman	13.19	***
11260	Pruner	13.63	***
11270	Tractor Operator	17.04	
11330	Trail Maintenance Worker	14.77	***

11360	Window Cleaner	14.76	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.81	
12011	Breath Alcohol Technician	20.81	
12012	Certified Occupational Therapist Assistant	28.54	
12015	Certified Physical Therapist Assistant	24.83	
12020	Dental Assistant	20.56	
12025	Dental Hygienist	35.90	
12030	EKG Technician	31.53	
12035	Electroneurodiagnostic Technologist	31.53	
12040	Emergency Medical Technician	20.81	
12071	Licensed Practical Nurse I	18.61	
12072	Licensed Practical Nurse II	20.81	
12073	Licensed Practical Nurse III	23.19	
12100	Medical Assistant	14.68	***
12130	Medical Laboratory Technician	20.47	
12160	Medical Record Clerk	18.00	
12190	Medical Record Technician	24.61	
12195	Medical Transcriptionist	18.61	
12210	Nuclear Medicine Technologist	45.72	
12221	Nursing Assistant I	12.15	***
12222	Nursing Assistant II	13.66	***
12223	Nursing Assistant III	14.90	***
12224	Nursing Assistant IV	16.72	
12235	Optical Dispenser	20.14	
12236	Optical Technician	18.61	
12250	Pharmacy Technician	15.83	***
12280	Phlebotomist	18.61	
12305	Radiologic Technologist	31.53	
12311	Registered Nurse I	25.61	
12312	Registered Nurse II	31.53	
12313	Registered Nurse II, Specialist	31.53	
12314	Registered Nurse III	38.15	
12315	Registered Nurse III, Anesthetist	38.15	
12316	Registered Nurse IV	45.72	
12317	Scheduler (Drug and Alcohol Testing)	25.76	
12320	Substance Abuse Treatment Counselor	27.08	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	13.43	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	17.97	
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	17.22	
13110	Video Teleconference Technician	16.32	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.62	***
14042	Computer Operator II	17.48	
14043	Computer Operator III	19.49	
14044	Computer Operator IV	21.66	

14045	Computer Operator V		23.98
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	25.82
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.91 ***
14160	Personal Computer Support Technician		21.66
14170	System Support Specialist		23.98

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		24.93	
15020	Aircrew Training Devices Instructor (Rated)		30.15	
15030	Air Crew Training Devices Instructor (Pilot)		34.38	
15050	Computer Based Training Specialist / Instructor		24.93	
15060	Educational Technologist		31.55	
15070	Flight Instructor (Pilot)		34.38	
15080	Graphic Artist		28.84	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		34.38	
15086	Maintenance Test Pilot, Rotary Wing		34.38	
15088	Non-Maintenance Test/Co-Pilot		34.38	
15090	Technical Instructor		24.20	
15095	Technical Instructor/Course Developer		29.60	
15110	Test Proctor		19.53	
15120	Tutor		19.53	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.59	
19040	Tool And Die Maker		30.29	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		22.01	
21040	Material Expediter		22.01	
21050	Material Handling Laborer		15.24	***
21071	Order Filler		15.88	***
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		19.39	
21150	Stock Clerk		24.66	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		29.00	
23019	Aircraft Logs and Records Technician		24.74	

23021	Aircraft Mechanic I	27.87	
23022	Aircraft Mechanic II	29.00	
23023	Aircraft Mechanic III	30.11	
23040	Aircraft Mechanic Helper	22.08	
23050	Aircraft, Painter	28.07	
23060	Aircraft Servicer	24.74	
23070	Aircraft Survival Flight Equipment Technician	28.07	
23080	Aircraft Worker	25.80	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.80	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.87	
23110	Appliance Mechanic	26.44	
23120	Bicycle Repairer	23.33	
23125	Cable Splicer	28.07	
23130	Carpenter, Maintenance	23.21	
23140	Carpet Layer	25.56	
23160	Electrician, Maintenance	29.77	
23181	Electronics Technician Maintenance I	25.61	
23182	Electronics Technician Maintenance II	26.68	
23183	Electronics Technician Maintenance III	27.87	
23260	Fabric Worker	24.52	
23290	Fire Alarm System Mechanic	27.83	
23310	Fire Extinguisher Repairer	23.33	
23311	Fuel Distribution System Mechanic	28.07	
23312	Fuel Distribution System Operator	23.53	
23370	General Maintenance Worker	18.59	
23380	Ground Support Equipment Mechanic	27.87	
23381	Ground Support Equipment Servicer	24.74	
23382	Ground Support Equipment Worker	25.80	
23391	Gunsmith I	23.33	
23392	Gunsmith II	25.61	
23393	Gunsmith III	27.87	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.14	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.88	
23430	Heavy Equipment Mechanic	27.83	
23440	Heavy Equipment Operator	29.15	
23460	Instrument Mechanic	27.87	
23465	Laboratory/Shelter Mechanic	26.68	
23470	Laborer	15.09	***
23510	Locksmith	26.44	
23530	Machinery Maintenance Mechanic	27.64	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	21.88	
23591	Metrology Technician I	27.87	
23592	Metrology Technician II	29.00	
23593	Metrology Technician III	30.11	
23640	Millwright	32.40	
23710	Office Appliance Repairer	26.44	
23760	Painter, Maintenance	26.44	
23790	Pipefitter, Maintenance	36.05	
23810	Plumber, Maintenance	34.25	
23820	Pneudraulic Systems Mechanic	27.87	
23850	Rigger	27.87	
23870	Scale Mechanic	25.61	
23890	Sheet-Metal Worker, Maintenance	27.92	
23910	Small Engine Mechanic	25.61	
23931	Telecommunications Mechanic I	27.87	
23932	Telecommunications Mechanic II	29.00	
23950	Telephone Lineman	27.87	
23960	Welder, Combination, Maintenance	22.95	
23965	Well Driller	27.87	
23970	Woodcraft Worker	27.87	
23980	Woodworker	23.33	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.39	***
24570	Child Care Attendant	11.07	***
24580	Child Care Center Clerk	13.81	***
24610	Chore Aide	12.97	***

24620	Family Readiness And Support Services Coordinator	15.39	***
24630	Homemaker	15.39	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.52	
25040	Sewage Plant Operator	23.74	
25070	Stationary Engineer	25.52	
25190	Ventilation Equipment Tender	19.64	
25210	Water Treatment Plant Operator	23.74	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.23	
27007	Baggage Inspector	14.34	***
27008	Corrections Officer	22.48	
27010	Court Security Officer	22.84	
27030	Detection Dog Handler	17.54	
27040	Detention Officer	22.48	
27070	Firefighter	20.55	
27101	Guard I	14.34	***
27102	Guard II	17.54	
27131	Police Officer I	28.01	
27132	Police Officer II	31.13	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.17	***
28042	Carnival Equipment Repairer	15.11	***
28043	Carnival Worker	11.34	***
28210	Gate Attendant/Gate Tender	18.26	
28310	Lifeguard	13.78	***
28350	Park Attendant (Aide)	20.43	
28510	Recreation Aide/Health Facility Attendant	14.91	***
28515	Recreation Specialist	25.28	
28630	Sports Official	16.26	
28690	Swimming Pool Operator	19.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.80	
29020	Hatch Tender	25.80	
29030	Line Handler	25.80	
29041	Stevedore I	24.74	
29042	Stevedore II	26.68	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.25	
30022	Archeological Technician II	19.29	
30023	Archeological Technician III	23.43	
30030	Cartographic Technician	23.91	
30040	Civil Engineering Technician	22.19	
30051	Cryogenic Technician I	21.59	
30052	Cryogenic Technician II	23.85	
30061	Drafter/CAD Operator I	17.25	
30062	Drafter/CAD Operator II	19.29	
30063	Drafter/CAD Operator III	21.51	
30064	Drafter/CAD Operator IV	26.47	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	

30086	Engineering Technician VI	37.66
30090	Environmental Technician	23.91
30095	Evidence Control Specialist	19.49
30210	Laboratory Technician	21.97
30221	Latent Fingerprint Technician I	21.59
30222	Latent Fingerprint Technician II	23.85
30240	Mathematical Technician	23.91
30361	Paralegal/Legal Assistant I	18.52
30362	Paralegal/Legal Assistant II	22.93
30363	Paralegal/Legal Assistant III	28.06
30364	Paralegal/Legal Assistant IV	33.95
30375	Petroleum Supply Specialist	23.85
30390	Photo-Optics Technician	23.91
30395	Radiation Control Technician	23.85
30461	Technical Writer I	23.33
30462	Technical Writer II	28.56
30463	Technical Writer III	33.42
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.47
30502	Weather Forecaster II	32.20
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.51
30621	Weather Observer, Senior	(see 2) 23.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.90	***
31030	Bus Driver	19.26	
31043	Driver Courier	15.74	***
31260	Parking and Lot Attendant	13.75	***
31290	Shuttle Bus Driver	14.99	***
31310	Taxi Driver	17.18	
31361	Truckdriver, Light	16.13	***
31362	Truckdriver, Medium	17.53	
31363	Truckdriver, Heavy	22.47	
31364	Truckdriver, Tractor-Trailer	22.47	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.39	***
99050	Desk Clerk	11.69	***
99095	Embalmer	31.98	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	23.57	
99252	Laboratory Animal Caretaker II	24.85	
99260	Marketing Analyst	27.06	
99310	Mortician	31.98	
99410	Pest Controller	29.59	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	22.91	
99711	Recycling Specialist	26.41	
99730	Refuse Collector	21.13	
99810	Sales Clerk	13.38	***
99820	School Crossing Guard	21.13	
99830	Survey Party Chief	20.26	
99831	Surveying Aide	11.58	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	26.41	
99841	Vending Machine Repairer	30.85	
99842	Vending Machine Repairer Helper	26.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

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

<<< Wage Determination No. : 2015-4839

States/Territories. : Michigan

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Wayne

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.91	
01012	Accounting Clerk II	19.00	
01013	Accounting Clerk III	21.24	
01020	Administrative Assistant	29.58	
01035	Court Reporter	24.42	
01041	Customer Service Representative I	14.68	***
01042	Customer Service Representative II	16.02	***
01043	Customer Service Representative III	17.99	
01051	Data Entry Operator I	16.34	
01052	Data Entry Operator II	17.83	
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	17.56	
01090	Duplicating Machine Operator	17.56	
01111	General Clerk I	14.94	***
01112	General Clerk II	16.30	
01113	General Clerk III	18.29	
01120	Housing Referral Assistant	23.01	
01141	Messenger Courier	17.17	
01191	Order Clerk I	16.96	
01192	Order Clerk II	18.50	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	27.69	
01290	Rental Clerk	15.38	***
01300	Scheduler, Maintenance	18.45	
01311	Secretary I	18.45	
01312	Secretary II	20.64	
01313	Secretary III	23.01	
01320	Service Order Dispatcher	19.63	
01410	Supply Technician	29.58	
01420	Survey Worker	20.33	
01460	Switchboard Operator/Receptionist	15.08	***
01531	Travel Clerk I	17.48	
01532	Travel Clerk II	19.00	
01533	Travel Clerk III	20.55	
01611	Word Processor I	17.84	
01612	Word Processor II	20.02	
01613	Word Processor III	22.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.78	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.55	
07041	Cook I	14.91	***
07042	Cook II	16.06	***
07070	Dishwasher	11.91	***
07130	Food Service Worker	13.75	***
07210	Meat Cutter	16.26	
07260	Waiter/Waitress	13.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.44	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.44	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	21.98	
09130	Upholsterer	23.44	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.97	***
11060	Elevator Operator	14.97	***
11090	Gardener	18.57	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	15.10	***
11240	Maid or Houseman	13.67	***
11260	Pruner	13.94	***
11270	Tractor Operator	17.43	
11330	Trail Maintenance Worker	15.10	***

11360	Window Cleaner	15.35	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	25.82	
12012	Certified Occupational Therapist Assistant	26.48	
12015	Certified Physical Therapist Assistant	25.98	
12020	Dental Assistant	18.36	
12025	Dental Hygienist	35.60	
12030	EKG Technician	29.64	
12035	Electroneurodiagnostic Technologist	29.64	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	23.08	
12072	Licensed Practical Nurse II	25.82	
12073	Licensed Practical Nurse III	28.78	
12100	Medical Assistant	17.95	
12130	Medical Laboratory Technician	28.20	
12160	Medical Record Clerk	18.66	
12190	Medical Record Technician	21.42	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	38.03	
12221	Nursing Assistant I	12.78	***
12222	Nursing Assistant II	14.37	***
12223	Nursing Assistant III	15.67	***
12224	Nursing Assistant IV	17.59	
12235	Optical Dispenser	19.36	
12236	Optical Technician	21.31	
12250	Pharmacy Technician	17.83	
12280	Phlebotomist	18.36	
12305	Radiologic Technologist	29.64	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	32.20	
12313	Registered Nurse II, Specialist	32.20	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	31.99	
12320	Substance Abuse Treatment Counselor	22.59	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	27.51	
13042	Illustrator II	33.44	
13043	Illustrator III	39.40	
13047	Librarian	30.28	
13050	Library Aide/Clerk	13.49	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	18.56	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.13	
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	17.19	
13110	Video Teleconference Technician	25.14	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.94	
14042	Computer Operator II	21.19	
14043	Computer Operator III	23.62	
14044	Computer Operator IV	26.25	

14045	Computer Operator V		29.07
14071	Computer Programmer I	(see 1)	22.60
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.94
14160	Personal Computer Support Technician		26.25
14170	System Support Specialist		33.76

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.38	
15020	Aircrew Training Devices Instructor (Rated)	40.38	
15030	Air Crew Training Devices Instructor (Pilot)	50.79	
15050	Computer Based Training Specialist / Instructor	33.38	
15060	Educational Technologist	37.12	
15070	Flight Instructor (Pilot)	50.79	
15080	Graphic Artist	30.61	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.41	
15086	Maintenance Test Pilot, Rotary Wing	48.41	
15088	Non-Maintenance Test/Co-Pilot	48.41	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.56	***
16030	Counter Attendant	11.56	***
16040	Dry Cleaner	15.51	***
16070	Finisher, Flatwork, Machine	11.56	***
16090	Presser, Hand	11.56	***
16110	Presser, Machine, Drycleaning	11.56	***
16130	Presser, Machine, Shirts	11.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.56	***
16190	Sewing Machine Operator	16.88	
16220	Tailor	18.20	
16250	Washer, Machine	12.86	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.86	
19040	Tool And Die Maker	31.64	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.65	
21030	Material Coordinator	27.69	
21040	Material Expediter	27.69	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.69	
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	18.33	
21130	Shipping/Receiving Clerk	18.33	
21140	Store Worker I	20.12	
21150	Stock Clerk	25.57	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.23	
23019	Aircraft Logs and Records Technician	33.11	

23021	Aircraft Mechanic I	36.98
23022	Aircraft Mechanic II	38.23
23023	Aircraft Mechanic III	39.53
23040	Aircraft Mechanic Helper	29.94
23050	Aircraft, Painter	35.52
23060	Aircraft Servicer	33.11
23070	Aircraft Survival Flight Equipment Technician	35.52
23080	Aircraft Worker	34.38
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.38
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110	Appliance Mechanic	25.78
23120	Bicycle Repairer	22.58
23125	Cable Splicer	43.64
23130	Carpenter, Maintenance	28.05
23140	Carpet Layer	25.41
23160	Electrician, Maintenance	36.11
23181	Electronics Technician Maintenance I	29.23
23182	Electronics Technician Maintenance II	30.19
23183	Electronics Technician Maintenance III	31.44
23260	Fabric Worker	26.05
23290	Fire Alarm System Mechanic	25.31
23310	Fire Extinguisher Repairer	25.96
23311	Fuel Distribution System Mechanic	38.81
23312	Fuel Distribution System Operator	33.49
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	33.11
23382	Ground Support Equipment Worker	34.38
23391	Gunsmith I	25.96
23392	Gunsmith II	27.97
23393	Gunsmith III	30.09
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430	Heavy Equipment Mechanic	29.74
23440	Heavy Equipment Operator	29.38
23460	Instrument Mechanic	34.38
23465	Laboratory/Shelter Mechanic	28.90
23470	Laborer	16.69
23510	Locksmith	28.97
23530	Machinery Maintenance Mechanic	29.07
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.60
23591	Metrology Technician I	34.38
23592	Metrology Technician II	35.54
23593	Metrology Technician III	36.74
23640	Millwright	36.98
23710	Office Appliance Repairer	24.76
23760	Painter, Maintenance	26.60
23790	Pipefitter, Maintenance	36.11
23810	Plumber, Maintenance	34.68
23820	Pneudraulic Systems Mechanic	30.09
23850	Rigger	34.10
23870	Scale Mechanic	27.97
23890	Sheet-Metal Worker, Maintenance	29.24
23910	Small Engine Mechanic	25.41
23931	Telecommunications Mechanic I	31.93
23932	Telecommunications Mechanic II	32.95
23950	Telephone Lineman	27.48
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	27.48
23970	Woodcraft Worker	30.09
23980	Woodworker	25.96

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.72	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	13.11	***

24620	Family Readiness And Support Services Coordinator	17.72	
24630	Homemaker	19.20	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	36.61	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	36.61	
25190	Ventilation Equipment Tender	29.62	
25210	Water Treatment Plant Operator	25.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.82	
27007	Baggage Inspector	15.24	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	28.36	
27030	Detection Dog Handler	19.75	
27040	Detention Officer	28.15	
27070	Firefighter	28.58	
27101	Guard I	15.24	***
27102	Guard II	19.75	
27131	Police Officer I	28.25	
27132	Police Officer II	31.39	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.28	***
28042	Carnival Equipment Repairer	15.22	***
28043	Carnival Worker	12.22	***
28210	Gate Attendant/Gate Tender	17.46	
28310	Lifeguard	13.00	***
28350	Park Attendant (Aide)	19.53	
28510	Recreation Aide/Health Facility Attendant	14.26	***
28515	Recreation Specialist	24.20	
28630	Sports Official	15.56	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.55	
29020	Hatch Tender	26.55	
29030	Line Handler	26.55	
29041	Stevedore I	25.57	
29042	Stevedore II	27.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	28.52	
30051	Cryogenic Technician I	30.00	
30052	Cryogenic Technician II	33.13	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	25.16	
30084	Engineering Technician IV	31.16	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	26.39
30095	Evidence Control Specialist	27.09
30210	Laboratory Technician	28.16
30221	Latent Fingerprint Technician I	30.32
30222	Latent Fingerprint Technician II	33.48
30240	Mathematical Technician	30.61
30361	Paralegal/Legal Assistant I	22.60
30362	Paralegal/Legal Assistant II	28.00
30363	Paralegal/Legal Assistant III	34.25
30364	Paralegal/Legal Assistant IV	41.43
30375	Petroleum Supply Specialist	33.13
30390	Photo-Optics Technician	27.83
30395	Radiation Control Technician	33.13
30461	Technical Writer I	26.68
30462	Technical Writer II	32.63
30463	Technical Writer III	39.49
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	30.00
30502	Weather Forecaster II	36.49
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.05
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	15.19	***
31030	Bus Driver	19.38	
31043	Driver Courier	17.81	
31260	Parking and Lot Attendant	12.47	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.53	
31361	Truckdriver, Light	18.98	
31362	Truckdriver, Medium	19.70	
31363	Truckdriver, Heavy	23.81	
31364	Truckdriver, Tractor-Trailer	23.81	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.50	***
99050	Desk Clerk	12.78	***
99095	Embalmer	33.88	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	14.32	***
99252	Laboratory Animal Caretaker II	15.26	***
99260	Marketing Analyst	42.10	
99310	Mortician	33.88	
99410	Pest Controller	22.34	
99510	Photofinishing Worker	18.74	
99710	Recycling Laborer	25.14	
99711	Recycling Specialist	29.01	
99730	Refuse Collector	23.22	
99810	Sales Clerk	14.03	***
99820	School Crossing Guard	13.44	***
99830	Survey Party Chief	24.92	
99831	Surveying Aide	12.97	***
99832	Surveying Technician	19.86	
99840	Vending Machine Attendant	22.81	
99841	Vending Machine Repairer	26.80	
99842	Vending Machine Repairer Helper	22.81	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4841

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Genesee

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.44	
01012	Accounting Clerk II	18.45	
01013	Accounting Clerk III	20.64	
01020	Administrative Assistant	28.87	
01035	Court Reporter	20.28	
01041	Customer Service Representative I	14.28	***
01042	Customer Service Representative II	15.58	***
01043	Customer Service Representative III	17.48	
01051	Data Entry Operator I	15.88	***
01052	Data Entry Operator II	17.33	
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	15.38	***
01090	Duplicating Machine Operator	15.38	***
01111	General Clerk I	14.63	***
01112	General Clerk II	15.96	***
01113	General Clerk III	17.91	
01120	Housing Referral Assistant	22.61	
01141	Messenger Courier	13.42	***
01191	Order Clerk I	16.28	
01192	Order Clerk II	17.77	
01261	Personnel Assistant (Employment) I	18.96	

01262	Personnel Assistant (Employment) II	21.21	
01263	Personnel Assistant (Employment) III	23.65	
01270	Production Control Clerk	27.13	
01290	Rental Clerk	15.38	***
01300	Scheduler, Maintenance	18.13	
01311	Secretary I	18.13	
01312	Secretary II	20.28	
01313	Secretary III	22.61	
01320	Service Order Dispatcher	19.04	
01410	Supply Technician	28.87	
01420	Survey Worker	22.34	
01460	Switchboard Operator/Receptionist	15.04	***
01531	Travel Clerk I	14.67	***
01532	Travel Clerk II	15.92	***
01533	Travel Clerk III	17.18	
01611	Word Processor I	16.15	***
01612	Word Processor II	18.13	
01613	Word Processor III	20.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.66	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.55	
07041	Cook I	14.37	***
07042	Cook II	15.71	***
07070	Dishwasher	12.24	***
07130	Food Service Worker	13.28	***
07210	Meat Cutter	19.59	
07260	Waiter/Waitress	13.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.28	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	24.28	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	22.64	
09130	Upholsterer	24.28	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.97	***
11060	Elevator Operator	14.97	***
11090	Gardener	19.12	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	15.84	***
11240	Maid or Houseman	13.84	***
11260	Pruner	14.62	***
11270	Tractor Operator	17.47	
11330	Trail Maintenance Worker	15.84	***

11360	Window Cleaner	15.35	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.83	
12011	Breath Alcohol Technician	24.81	
12012	Certified Occupational Therapist Assistant	30.87	
12015	Certified Physical Therapist Assistant	28.90	
12020	Dental Assistant	21.09	
12025	Dental Hygienist	31.30	
12030	EKG Technician	31.33	
12035	Electroneurodiagnostic Technologist	31.33	
12040	Emergency Medical Technician	18.83	
12071	Licensed Practical Nurse I	22.18	
12072	Licensed Practical Nurse II	24.81	
12073	Licensed Practical Nurse III	27.65	
12100	Medical Assistant	17.34	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	20.00	
12190	Medical Record Technician	22.37	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	49.14	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.29	***
12223	Nursing Assistant III	16.69	
12224	Nursing Assistant IV	18.73	
12235	Optical Dispenser	19.36	
12236	Optical Technician	21.01	
12250	Pharmacy Technician	17.78	
12280	Phlebotomist	18.29	
12305	Radiologic Technologist	29.50	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	32.20	
12313	Registered Nurse II, Specialist	32.20	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	30.72	
12320	Substance Abuse Treatment Counselor	28.10	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	25.01	
13042	Illustrator II	30.40	
13043	Illustrator III	35.82	
13047	Librarian	30.28	
13050	Library Aide/Clerk	15.88	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	21.27	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.13	
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	20.42	
13110	Video Teleconference Technician	23.14	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.06	
14043	Computer Operator III	23.48	
14044	Computer Operator IV	26.10	

14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	23.50
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.83
14160	Personal Computer Support Technician		26.10
14170	System Support Specialist		28.30

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.52	
15020	Aircrew Training Devices Instructor (Rated)	39.35	
15030	Air Crew Training Devices Instructor (Pilot)	50.79	
15050	Computer Based Training Specialist / Instructor	32.52	
15060	Educational Technologist	37.65	
15070	Flight Instructor (Pilot)	50.79	
15080	Graphic Artist	30.61	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.43	
15086	Maintenance Test Pilot, Rotary Wing	45.43	
15088	Non-Maintenance Test/Co-Pilot	45.43	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.19	***
16030	Counter Attendant	12.19	***
16040	Dry Cleaner	15.51	***
16070	Finisher, Flatwork, Machine	12.19	***
16090	Presser, Hand	12.19	***
16110	Presser, Machine, Drycleaning	12.19	***
16130	Presser, Machine, Shirts	12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.19	***
16190	Sewing Machine Operator	16.88	
16220	Tailor	18.20	
16250	Washer, Machine	13.58	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.18	
19040	Tool And Die Maker	29.42	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	25.90	
21030	Material Coordinator	27.13	
21040	Material Expediter	27.13	
21050	Material Handling Laborer	18.05	
21071	Order Filler	15.92	***
21080	Production Line Worker (Food Processing)	25.90	
21110	Shipping Packer	17.43	
21130	Shipping/Receiving Clerk	17.43	
21140	Store Worker I	20.12	
21150	Stock Clerk	25.57	
21210	Tools And Parts Attendant	25.90	
21410	Warehouse Specialist	25.90	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.30	
23019	Aircraft Logs and Records Technician	23.93	

23021	Aircraft Mechanic I	27.91
23022	Aircraft Mechanic II	29.30
23023	Aircraft Mechanic III	30.84
23040	Aircraft Mechanic Helper	21.64
23050	Aircraft, Painter	25.98
23060	Aircraft Servicer	23.93
23070	Aircraft Survival Flight Equipment Technician	25.98
23080	Aircraft Worker	24.85
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.85
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.91
23110	Appliance Mechanic	25.66
23120	Bicycle Repairer	23.06
23125	Cable Splicer	30.57
23130	Carpenter, Maintenance	25.15
23140	Carpet Layer	24.84
23160	Electrician, Maintenance	36.25
23181	Electronics Technician Maintenance I	26.20
23182	Electronics Technician Maintenance II	27.07
23183	Electronics Technician Maintenance III	31.31
23260	Fabric Worker	23.93
23290	Fire Alarm System Mechanic	26.72
23310	Fire Extinguisher Repairer	23.06
23311	Fuel Distribution System Mechanic	25.62
23312	Fuel Distribution System Operator	22.26
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	27.91
23381	Ground Support Equipment Servicer	23.93
23382	Ground Support Equipment Worker	24.85
23391	Gunsmith I	23.06
23392	Gunsmith II	24.84
23393	Gunsmith III	26.72
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430	Heavy Equipment Mechanic	29.63
23440	Heavy Equipment Operator	28.55
23460	Instrument Mechanic	29.03
23465	Laboratory/Shelter Mechanic	25.66
23470	Laborer	16.69
23510	Locksmith	25.66
23530	Machinery Maintenance Mechanic	30.34
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	20.47
23591	Metrology Technician I	29.03
23592	Metrology Technician II	29.96
23593	Metrology Technician III	30.88
23640	Millwright	34.10
23710	Office Appliance Repairer	24.76
23760	Painter, Maintenance	26.60
23790	Pipefitter, Maintenance	36.93
23810	Plumber, Maintenance	35.47
23820	Pneudraulic Systems Mechanic	26.72
23850	Rigger	26.72
23870	Scale Mechanic	24.84
23890	Sheet-Metal Worker, Maintenance	32.16
23910	Small Engine Mechanic	24.84
23931	Telecommunications Mechanic I	26.62
23932	Telecommunications Mechanic II	27.53
23950	Telephone Lineman	26.72
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	26.72
23970	Woodcraft Worker	26.72
23980	Woodworker	23.06

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.11	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	13.65	***

24620	Family Readiness And Support Services Coordinator	17.11
24630	Homemaker	19.20

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.00	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	28.00	
25190	Ventilation Equipment Tender	21.57	
25210	Water Treatment Plant Operator	25.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.40	
27007	Baggage Inspector	13.90	***
27008	Corrections Officer	23.65	
27010	Court Security Officer	23.72	
27030	Detection Dog Handler	19.75	
27040	Detention Officer	23.65	
27070	Firefighter	21.92	
27101	Guard I	13.90	***
27102	Guard II	19.75	
27131	Police Officer I	27.65	
27132	Police Officer II	30.72	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.75	***
28042	Carnival Equipment Repairer	15.72	***
28043	Carnival Worker	12.28	***
28210	Gate Attendant/Gate Tender	16.53	
28310	Lifeguard	14.30	***
28350	Park Attendant (Aide)	18.48	
28510	Recreation Aide/Health Facility Attendant	13.49	***
28515	Recreation Specialist	22.90	
28630	Sports Official	14.72	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.86	
29020	Hatch Tender	25.86	
29030	Line Handler	25.86	
29041	Stevedore I	24.90	
29042	Stevedore II	26.71	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	21.64	
30022	Archeological Technician II	24.72	
30023	Archeological Technician III	30.61	
30030	Cartographic Technician	30.61	
30040	Civil Engineering Technician	30.63	
30051	Cryogenic Technician I	28.68	
30052	Cryogenic Technician II	31.68	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	25.16	
30084	Engineering Technician IV	31.16	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	26.48
30095	Evidence Control Specialist	31.16
30210	Laboratory Technician	23.30
30221	Latent Fingerprint Technician I	28.68
30222	Latent Fingerprint Technician II	31.68
30240	Mathematical Technician	32.22
30361	Paralegal/Legal Assistant I	22.66
30362	Paralegal/Legal Assistant II	28.08
30363	Paralegal/Legal Assistant III	34.35
30364	Paralegal/Legal Assistant IV	41.55
30375	Petroleum Supply Specialist	31.68
30390	Photo-Optics Technician	30.61
30395	Radiation Control Technician	31.68
30461	Technical Writer I	27.78
30462	Technical Writer II	31.68
30463	Technical Writer III	38.32
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	34.88
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.16
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	16.52	
31030	Bus Driver	22.63	
31043	Driver Courier	17.18	
31260	Parking and Lot Attendant	13.72	***
31290	Shuttle Bus Driver	18.12	
31310	Taxi Driver	15.03	***
31361	Truckdriver, Light	18.31	
31362	Truckdriver, Medium	19.61	
31363	Truckdriver, Heavy	23.12	
31364	Truckdriver, Tractor-Trailer	23.12	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.99	***
99050	Desk Clerk	13.54	***
99095	Embalmer	34.73	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	14.68	***
99252	Laboratory Animal Caretaker II	15.65	***
99260	Marketing Analyst	31.84	
99310	Mortician	34.73	
99410	Pest Controller	30.29	
99510	Photofinishing Worker	15.49	***
99710	Recycling Laborer	21.05	
99711	Recycling Specialist	23.36	
99730	Refuse Collector	18.70	
99810	Sales Clerk	13.87	***
99820	School Crossing Guard	14.78	***
99830	Survey Party Chief	24.92	
99831	Surveying Aide	12.97	***
99832	Surveying Technician	19.86	
99840	Vending Machine Attendant	27.39	
99841	Vending Machine Repairer	31.45	
99842	Vending Machine Repairer Helper	27.39	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Montcalm

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.25	***
01012	Accounting Clerk II	17.13	
01013	Accounting Clerk III	19.15	
01020	Administrative Assistant	29.05	
01035	Court Reporter	22.62	
01041	Customer Service Representative I	14.39	***
01042	Customer Service Representative II	15.70	***
01043	Customer Service Representative III	17.62	
01051	Data Entry Operator I	17.14	
01052	Data Entry Operator II	18.70	
01060	Dispatcher, Motor Vehicle	22.69	
01070	Document Preparation Clerk	18.94	
01090	Duplicating Machine Operator	18.94	
01111	General Clerk I	14.58	***
01112	General Clerk II	15.91	***
01113	General Clerk III	17.85	
01120	Housing Referral Assistant	22.33	
01141	Messenger Courier	15.62	***
01191	Order Clerk I	17.51	
01192	Order Clerk II	19.12	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.48	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	23.06	
01290	Rental Clerk	14.54	***
01300	Scheduler, Maintenance	17.91	
01311	Secretary I	17.91	
01312	Secretary II	20.04	
01313	Secretary III	22.33	
01320	Service Order Dispatcher	20.28	
01410	Supply Technician	29.05	
01420	Survey Worker	17.45	
01460	Switchboard Operator/Receptionist	14.99	***
01531	Travel Clerk I	17.55	
01532	Travel Clerk II	19.06	
01533	Travel Clerk III	20.64	
01611	Word Processor I	17.80	
01612	Word Processor II	19.98	
01613	Word Processor III	22.35	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.57	
05010	Automotive Electrician	21.59	
05040	Automotive Glass Installer	20.46	
05070	Automotive Worker	20.46	
05110	Mobile Equipment Servicer	18.27	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	20.46	
05190	Motor Vehicle Mechanic	22.69	
05220	Motor Vehicle Mechanic Helper	17.65	
05250	Motor Vehicle Upholstery Worker	19.28	
05280	Motor Vehicle Wrecker	20.46	
05310	Painter, Automotive	21.59	
05340	Radiator Repair Specialist	20.46	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	22.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.77	***
07041	Cook I	14.57	***
07042	Cook II	16.33	
07070	Dishwasher	11.68	***
07130	Food Service Worker	13.44	***
07210	Meat Cutter	14.56	***
07260	Waiter/Waitress	13.85	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.10	
09040	Furniture Handler	16.47	
09080	Furniture Refinisher	23.38	
09090	Furniture Refinisher Helper	18.68	
09110	Furniture Repairer, Minor	20.88	
09130	Upholsterer	21.10	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.64	***
11060	Elevator Operator	13.67	***
11090	Gardener	19.77	
11122	Housekeeping Aide	14.08	***
11150	Janitor	14.08	***
11210	Laborer, Grounds Maintenance	16.47	
11240	Maid or Houseman	13.73	***
11260	Pruner	15.39	***
11270	Tractor Operator	18.68	
11330	Trail Maintenance Worker	16.47	

11360	Window Cleaner	15.06	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.40	
12011	Breath Alcohol Technician	20.85	
12012	Certified Occupational Therapist Assistant	24.47	
12015	Certified Physical Therapist Assistant	25.64	
12020	Dental Assistant	21.23	
12025	Dental Hygienist	35.05	
12030	EKG Technician	29.50	
12035	Electroneurodiagnostic Technologist	29.50	
12040	Emergency Medical Technician	19.40	
12071	Licensed Practical Nurse I	18.65	
12072	Licensed Practical Nurse II	20.85	
12073	Licensed Practical Nurse III	23.24	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	22.46	
12160	Medical Record Clerk	17.19	
12190	Medical Record Technician	19.38	
12195	Medical Transcriptionist	17.01	
12210	Nuclear Medicine Technologist	37.24	
12221	Nursing Assistant I	11.81	***
12222	Nursing Assistant II	13.28	***
12223	Nursing Assistant III	14.49	***
12224	Nursing Assistant IV	16.26	
12235	Optical Dispenser	17.60	
12236	Optical Technician	18.01	
12250	Pharmacy Technician	17.59	
12280	Phlebotomist	17.59	
12305	Radiologic Technologist	28.92	
12311	Registered Nurse I	24.55	
12312	Registered Nurse II	30.04	
12313	Registered Nurse II, Specialist	30.04	
12314	Registered Nurse III	36.33	
12315	Registered Nurse III, Anesthetist	36.33	
12316	Registered Nurse IV	43.56	
12317	Scheduler (Drug and Alcohol Testing)	25.83	
12320	Substance Abuse Treatment Counselor	24.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.79	
13012	Exhibits Specialist II	25.75	
13013	Exhibits Specialist III	31.50	
13041	Illustrator I	20.79	
13042	Illustrator II	25.75	
13043	Illustrator III	31.50	
13047	Librarian	28.52	
13050	Library Aide/Clerk	14.01	***
13054	Library Information Technology Systems Administrator	25.75	
13058	Library Technician	17.64	
13061	Media Specialist I	18.58	
13062	Media Specialist II	20.79	
13063	Media Specialist III	23.18	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	17.60	
13110	Video Teleconference Technician	22.45	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.26	
14042	Computer Operator II	18.19	
14043	Computer Operator III	20.27	
14044	Computer Operator IV	22.53	

14045	Computer Operator V		24.95
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.26
14160	Personal Computer Support Technician		22.53
14170	System Support Specialist		26.49

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.57	
15020	Aircrew Training Devices Instructor (Rated)		35.76	
15030	Air Crew Training Devices Instructor (Pilot)		42.87	
15050	Computer Based Training Specialist / Instructor		29.57	
15060	Educational Technologist		36.89	
15070	Flight Instructor (Pilot)		42.87	
15080	Graphic Artist		23.85	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.87	
15086	Maintenance Test Pilot, Rotary Wing		42.87	
15088	Non-Maintenance Test/Co-Pilot		42.87	
15090	Technical Instructor		21.14	
15095	Technical Instructor/Course Developer		25.86	
15110	Test Proctor		17.07	
15120	Tutor		17.07	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.09	
19040	Tool And Die Maker		29.02	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		23.06	
21040	Material Expediter		23.06	
21050	Material Handling Laborer		15.24	***
21071	Order Filler		15.88	***
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		16.47	
21150	Stock Clerk		20.25	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.05	
23019	Aircraft Logs and Records Technician		25.31	

23021	Aircraft Mechanic I	29.59	
23022	Aircraft Mechanic II	31.05	
23023	Aircraft Mechanic III	32.42	
23040	Aircraft Mechanic Helper	23.66	
23050	Aircraft, Painter	31.05	
23060	Aircraft Servicer	25.31	
23070	Aircraft Survival Flight Equipment Technician	31.05	
23080	Aircraft Worker	26.66	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.66	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.59	
23110	Appliance Mechanic	22.24	
23120	Bicycle Repairer	19.18	
23125	Cable Splicer	45.03	
23130	Carpenter, Maintenance	23.21	
23140	Carpet Layer	22.48	
23160	Electrician, Maintenance	29.53	
23181	Electronics Technician Maintenance I	26.17	
23182	Electronics Technician Maintenance II	27.62	
23183	Electronics Technician Maintenance III	29.02	
23260	Fabric Worker	23.65	
23290	Fire Alarm System Mechanic	23.85	
23310	Fire Extinguisher Repairer	22.39	
23311	Fuel Distribution System Mechanic	36.63	
23312	Fuel Distribution System Operator	29.76	
23370	General Maintenance Worker	18.64	
23380	Ground Support Equipment Mechanic	29.59	
23381	Ground Support Equipment Servicer	25.31	
23382	Ground Support Equipment Worker	26.66	
23391	Gunsmith I	22.39	
23392	Gunsmith II	25.09	
23393	Gunsmith III	27.82	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.85	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.24	
23430	Heavy Equipment Mechanic	27.10	
23440	Heavy Equipment Operator	24.85	
23460	Instrument Mechanic	27.82	
23465	Laboratory/Shelter Mechanic	26.48	
23470	Laborer	15.09	***
23510	Locksmith	23.09	
23530	Machinery Maintenance Mechanic	25.13	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	17.07	
23591	Metrology Technician I	27.82	
23592	Metrology Technician II	29.21	
23593	Metrology Technician III	30.62	
23640	Millwright	35.88	
23710	Office Appliance Repairer	19.95	
23760	Painter, Maintenance	22.03	
23790	Pipefitter, Maintenance	29.05	
23810	Plumber, Maintenance	27.64	
23820	Pneudraulic Systems Mechanic	27.82	
23850	Rigger	25.54	
23870	Scale Mechanic	25.09	
23890	Sheet-Metal Worker, Maintenance	24.41	
23910	Small Engine Mechanic	21.16	
23931	Telecommunications Mechanic I	26.15	
23932	Telecommunications Mechanic II	27.45	
23950	Telephone Lineman	23.50	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	26.90	
23970	Woodcraft Worker	27.82	
23980	Woodworker	22.39	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.75	***
24570	Child Care Attendant	11.64	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	13.49	***

24620	Family Readiness And Support Services Coordinator	14.75	***
24630	Homemaker	14.75	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.71	
25040	Sewage Plant Operator	24.67	
25070	Stationary Engineer	28.71	
25190	Ventilation Equipment Tender	21.90	
25210	Water Treatment Plant Operator	24.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.63	
27007	Baggage Inspector	12.87	***
27008	Corrections Officer	28.22	
27010	Court Security Officer	25.92	
27030	Detection Dog Handler	17.04	
27040	Detention Officer	28.22	
27070	Firefighter	23.62	
27101	Guard I	12.87	***
27102	Guard II	17.04	
27131	Police Officer I	29.78	
27132	Police Officer II	33.10	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.62	***
28042	Carnival Equipment Repairer	14.41	***
28043	Carnival Worker	11.22	***
28210	Gate Attendant/Gate Tender	17.72	
28310	Lifeguard	12.07	***
28350	Park Attendant (Aide)	19.83	
28510	Recreation Aide/Health Facility Attendant	14.55	***
28515	Recreation Specialist	24.56	
28630	Sports Official	15.80	***
28690	Swimming Pool Operator	19.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.28	
29020	Hatch Tender	25.28	
29030	Line Handler	25.28	
29041	Stevedore I	23.83	
29042	Stevedore II	26.68	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO)	41.27	
30011	Air Traffic Control Specialist, Station (HFO)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO)	31.33	
30021	Archeological Technician I	18.98	
30022	Archeological Technician II	21.22	
30023	Archeological Technician III	25.80	
30030	Cartographic Technician	26.30	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	18.98	
30062	Drafter/CAD Operator II	21.22	
30063	Drafter/CAD Operator III	23.66	
30064	Drafter/CAD Operator IV	29.12	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	

30086	Engineering Technician VI	37.66
30090	Environmental Technician	23.91
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	23.92
30221	Latent Fingerprint Technician I	33.83
30222	Latent Fingerprint Technician II	37.37
30240	Mathematical Technician	28.93
30361	Paralegal/Legal Assistant I	19.53
30362	Paralegal/Legal Assistant II	24.19
30363	Paralegal/Legal Assistant III	29.58
30364	Paralegal/Legal Assistant IV	35.80
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	26.30
30395	Radiation Control Technician	31.56
30461	Technical Writer I	24.38
30462	Technical Writer II	29.82
30463	Technical Writer III	36.09
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	29.12
30502	Weather Forecaster II	35.42
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.66
30621	Weather Observer, Senior	25.80

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.09	***
31030	Bus Driver	20.40	
31043	Driver Courier	17.52	
31260	Parking and Lot Attendant	11.66	***
31290	Shuttle Bus Driver	17.28	
31310	Taxi Driver	17.09	
31361	Truckdriver, Light	18.54	
31362	Truckdriver, Medium	19.58	
31363	Truckdriver, Heavy	23.27	
31364	Truckdriver, Tractor-Trailer	23.27	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.46	***
99050	Desk Clerk	13.21	***
99095	Embalmer	34.25	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.82	***
99252	Laboratory Animal Caretaker II	14.62	***
99260	Marketing Analyst	29.20	
99310	Mortician	34.25	
99410	Pest Controller	20.50	
99510	Photofinishing Worker	14.47	***
99710	Recycling Laborer	24.30	
99711	Recycling Specialist	27.56	
99730	Refuse Collector	22.71	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	13.65	***
99830	Survey Party Chief	22.84	
99831	Surveying Aide	13.05	***
99832	Surveying Technician	19.51	
99840	Vending Machine Attendant	18.22	
99841	Vending Machine Repairer	21.41	
99842	Vending Machine Repairer Helper	18.22	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4845

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Barry

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.25	***
01012	Accounting Clerk II	17.13	
01013	Accounting Clerk III	19.15	
01020	Administrative Assistant	29.05	
01035	Court Reporter	22.57	
01041	Customer Service Representative I	14.39	***
01042	Customer Service Representative II	15.70	***
01043	Customer Service Representative III	17.62	
01051	Data Entry Operator I	17.14	
01052	Data Entry Operator II	18.70	
01060	Dispatcher, Motor Vehicle	22.69	
01070	Document Preparation Clerk	19.69	
01090	Duplicating Machine Operator	19.69	
01111	General Clerk I	14.58	***
01112	General Clerk II	15.91	***
01113	General Clerk III	17.85	
01120	Housing Referral Assistant	22.33	
01141	Messenger Courier	15.62	***
01191	Order Clerk I	16.76	
01192	Order Clerk II	18.29	
01261	Personnel Assistant (Employment) I	17.45	

01262	Personnel Assistant (Employment) II	19.51	
01263	Personnel Assistant (Employment) III	21.76	
01270	Production Control Clerk	23.06	
01290	Rental Clerk	14.47	***
01300	Scheduler, Maintenance	17.91	
01311	Secretary I	17.91	
01312	Secretary II	20.04	
01313	Secretary III	22.33	
01320	Service Order Dispatcher	20.28	
01410	Supply Technician	29.05	
01420	Survey Worker	18.52	
01460	Switchboard Operator/Receptionist	14.99	***
01531	Travel Clerk I	17.55	
01532	Travel Clerk II	19.06	
01533	Travel Clerk III	20.64	
01611	Word Processor I	17.80	
01612	Word Processor II	19.98	
01613	Word Processor III	22.35	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.57	
05010	Automotive Electrician	21.59	
05040	Automotive Glass Installer	20.46	
05070	Automotive Worker	20.46	
05110	Mobile Equipment Servicer	18.26	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	20.46	
05190	Motor Vehicle Mechanic	22.69	
05220	Motor Vehicle Mechanic Helper	17.26	
05250	Motor Vehicle Upholstery Worker	19.28	
05280	Motor Vehicle Wrecker	20.46	
05310	Painter, Automotive	21.59	
05340	Radiator Repair Specialist	20.46	
05370	Tire Repairer	16.02	***
05400	Transmission Repair Specialist	22.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.62	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	16.47	
09080	Furniture Refinisher	23.38	
09090	Furniture Refinisher Helper	18.68	
09110	Furniture Repairer, Minor	20.88	
09130	Upholsterer	20.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.67	***
11060	Elevator Operator	13.67	***
11090	Gardener	19.77	
11122	Housekeeping Aide	14.08	***
11150	Janitor	14.08	***
11210	Laborer, Grounds Maintenance	16.47	
11240	Maid or Houseman	13.73	***
11260	Pruner	15.39	***
11270	Tractor Operator	18.68	
11330	Trail Maintenance Worker	16.47	

11360	Window Cleaner	15.06	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.26	
12011	Breath Alcohol Technician	20.85	
12012	Certified Occupational Therapist Assistant	24.47	
12015	Certified Physical Therapist Assistant	25.64	
12020	Dental Assistant	21.23	
12025	Dental Hygienist	35.05	
12030	EKG Technician	29.50	
12035	Electroneurodiagnostic Technologist	29.50	
12040	Emergency Medical Technician	19.26	
12071	Licensed Practical Nurse I	18.65	
12072	Licensed Practical Nurse II	20.85	
12073	Licensed Practical Nurse III	23.24	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	22.46	
12160	Medical Record Clerk	17.05	
12190	Medical Record Technician	19.38	
12195	Medical Transcriptionist	17.01	
12210	Nuclear Medicine Technologist	37.24	
12221	Nursing Assistant I	11.81	***
12222	Nursing Assistant II	13.28	***
12223	Nursing Assistant III	14.49	***
12224	Nursing Assistant IV	16.26	
12235	Optical Dispenser	17.60	
12236	Optical Technician	18.01	
12250	Pharmacy Technician	17.59	
12280	Phlebotomist	17.59	
12305	Radiologic Technologist	28.92	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.56	
12317	Scheduler (Drug and Alcohol Testing)	25.83	
12320	Substance Abuse Treatment Counselor	24.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.79	
13012	Exhibits Specialist II	25.75	
13013	Exhibits Specialist III	31.50	
13041	Illustrator I	20.79	
13042	Illustrator II	25.75	
13043	Illustrator III	31.50	
13047	Librarian	28.52	
13050	Library Aide/Clerk	14.01	***
13054	Library Information Technology Systems Administrator	25.75	
13058	Library Technician	17.64	
13061	Media Specialist I	18.58	
13062	Media Specialist II	20.79	
13063	Media Specialist III	23.18	
13071	Photographer I	16.52	
13072	Photographer II	18.49	
13073	Photographer III	22.90	
13074	Photographer IV	28.01	
13075	Photographer V	33.89	
13090	Technical Order Library Clerk	17.60	
13110	Video Teleconference Technician	22.45	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.12	
14042	Computer Operator II	19.15	
14043	Computer Operator III	21.36	
14044	Computer Operator IV	23.73	

14045	Computer Operator V		26.27
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.12
14160	Personal Computer Support Technician		23.73
14170	System Support Specialist		26.49

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.35	
15020	Aircrew Training Devices Instructor (Rated)		36.73	
15030	Air Crew Training Devices Instructor (Pilot)		43.10	
15050	Computer Based Training Specialist / Instructor		30.35	
15060	Educational Technologist		36.89	
15070	Flight Instructor (Pilot)		43.10	
15080	Graphic Artist		23.85	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.87	
15086	Maintenance Test Pilot, Rotary Wing		42.87	
15088	Non-Maintenance Test/Co-Pilot		42.87	
15090	Technical Instructor		24.30	
15095	Technical Instructor/Course Developer		29.73	
15110	Test Proctor		19.97	
15120	Tutor		19.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.09	
19040	Tool And Die Maker		29.02	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.05	
21030	Material Coordinator		23.06	
21040	Material Expediter		23.06	
21050	Material Handling Laborer		14.42	***
21071	Order Filler		15.26	***
21080	Production Line Worker (Food Processing)		20.02	
21110	Shipping Packer		17.74	
21130	Shipping/Receiving Clerk		17.74	
21140	Store Worker I		16.47	
21150	Stock Clerk		20.25	
21210	Tools And Parts Attendant		18.05	
21410	Warehouse Specialist		19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.05	
23019	Aircraft Logs and Records Technician		25.14	

23021	Aircraft Mechanic I	29.59	
23022	Aircraft Mechanic II	31.05	
23023	Aircraft Mechanic III	32.42	
23040	Aircraft Mechanic Helper	22.50	
23050	Aircraft, Painter	28.15	
23060	Aircraft Servicer	25.14	
23070	Aircraft Survival Flight Equipment Technician	28.15	
23080	Aircraft Worker	26.66	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.66	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.59	
23110	Appliance Mechanic	22.24	
23120	Bicycle Repairer	19.18	
23125	Cable Splicer	45.79	
23130	Carpenter, Maintenance	22.84	
23140	Carpet Layer	22.55	
23160	Electrician, Maintenance	24.76	
23181	Electronics Technician Maintenance I	26.17	
23182	Electronics Technician Maintenance II	27.62	
23183	Electronics Technician Maintenance III	29.02	
23260	Fabric Worker	23.65	
23290	Fire Alarm System Mechanic	23.85	
23310	Fire Extinguisher Repairer	22.39	
23311	Fuel Distribution System Mechanic	35.37	
23312	Fuel Distribution System Operator	28.92	
23370	General Maintenance Worker	19.06	
23380	Ground Support Equipment Mechanic	29.59	
23381	Ground Support Equipment Servicer	25.14	
23382	Ground Support Equipment Worker	26.66	
23391	Gunsmith I	22.39	
23392	Gunsmith II	25.09	
23393	Gunsmith III	27.82	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.85	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.24	
23430	Heavy Equipment Mechanic	27.10	
23440	Heavy Equipment Operator	24.85	
23460	Instrument Mechanic	27.82	
23465	Laboratory/Shelter Mechanic	26.48	
23470	Laborer	14.42	***
23510	Locksmith	23.09	
23530	Machinery Maintenance Mechanic	24.23	
23550	Machinist, Maintenance	22.40	
23580	Maintenance Trades Helper	17.35	
23591	Metrology Technician I	27.82	
23592	Metrology Technician II	29.21	
23593	Metrology Technician III	30.62	
23640	Millwright	35.88	
23710	Office Appliance Repairer	20.96	
23760	Painter, Maintenance	22.03	
23790	Pipefitter, Maintenance	29.05	
23810	Plumber, Maintenance	27.18	
23820	Pneudraulic Systems Mechanic	27.82	
23850	Rigger	25.54	
23870	Scale Mechanic	25.09	
23890	Sheet-Metal Worker, Maintenance	27.51	
23910	Small Engine Mechanic	19.84	
23931	Telecommunications Mechanic I	26.15	
23932	Telecommunications Mechanic II	27.45	
23950	Telephone Lineman	23.50	
23960	Welder, Combination, Maintenance	21.46	
23965	Well Driller	26.90	
23970	Woodcraft Worker	27.82	
23980	Woodworker	22.39	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.75	***
24570	Child Care Attendant	11.64	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	13.73	***

24620	Family Readiness And Support Services Coordinator	14.75	***
24630	Homemaker	16.05	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.71	
25040	Sewage Plant Operator	24.67	
25070	Stationary Engineer	28.71	
25190	Ventilation Equipment Tender	21.90	
25210	Water Treatment Plant Operator	24.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.63	
27007	Baggage Inspector	12.61	***
27008	Corrections Officer	28.22	
27010	Court Security Officer	25.92	
27030	Detection Dog Handler	16.64	
27040	Detention Officer	28.22	
27070	Firefighter	23.62	
27101	Guard I	12.61	***
27102	Guard II	16.64	
27131	Police Officer I	29.78	
27132	Police Officer II	33.10	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	17.72	
28310	Lifeguard	12.07	***
28350	Park Attendant (Aide)	19.83	
28510	Recreation Aide/Health Facility Attendant	14.48	***
28515	Recreation Specialist	24.56	
28630	Sports Official	15.80	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.28	
29020	Hatch Tender	25.28	
29030	Line Handler	25.28	
29041	Stevedore I	23.83	
29042	Stevedore II	26.68	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.61	
30022	Archeological Technician II	20.82	
30023	Archeological Technician III	25.80	
30030	Cartographic Technician	25.80	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	18.61	
30062	Drafter/CAD Operator II	20.82	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.57	
30081	Engineering Technician I	15.34	***
30082	Engineering Technician II	17.21	
30083	Engineering Technician III	19.40	
30084	Engineering Technician IV	23.86	
30085	Engineering Technician V	29.19	

30086	Engineering Technician VI	35.31
30090	Environmental Technician	22.83
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	22.34
30221	Latent Fingerprint Technician I	33.83
30222	Latent Fingerprint Technician II	37.37
30240	Mathematical Technician	27.75
30361	Paralegal/Legal Assistant I	19.53
30362	Paralegal/Legal Assistant II	24.19
30363	Paralegal/Legal Assistant III	29.58
30364	Paralegal/Legal Assistant IV	35.80
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	25.80
30395	Radiation Control Technician	31.56
30461	Technical Writer I	24.38
30462	Technical Writer II	29.82
30463	Technical Writer III	36.09
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	29.12
30502	Weather Forecaster II	35.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.21
30621	Weather Observer, Senior	(see 2) 26.49

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.95	***
31030	Bus Driver	20.22	
31043	Driver Courier	17.52	
31260	Parking and Lot Attendant	13.12	***
31290	Shuttle Bus Driver	17.28	
31310	Taxi Driver	17.13	
31361	Truckdriver, Light	18.54	
31362	Truckdriver, Medium	19.58	
31363	Truckdriver, Heavy	23.27	
31364	Truckdriver, Tractor-Trailer	23.27	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.46	***
99050	Desk Clerk	13.21	***
99095	Embalmer	34.25	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.82	***
99252	Laboratory Animal Caretaker II	14.62	***
99260	Marketing Analyst	29.20	
99310	Mortician	34.25	
99410	Pest Controller	17.86	
99510	Photofinishing Worker	14.47	***
99710	Recycling Laborer	24.30	
99711	Recycling Specialist	27.56	
99730	Refuse Collector	22.71	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	13.65	***
99830	Survey Party Chief	23.88	
99831	Surveying Aide	12.54	***
99832	Surveying Technician	19.90	
99840	Vending Machine Attendant	18.22	
99841	Vending Machine Repairer	21.60	
99842	Vending Machine Repairer Helper	18.22	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

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

<<< Wage Determination No. : 2015-4847

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan Counties of Kent, Ottawa

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.25	***
01012	Accounting Clerk II	17.13	
01013	Accounting Clerk III	19.15	
01020	Administrative Assistant	29.05	
01035	Court Reporter	23.62	
01041	Customer Service Representative I	14.39	***
01042	Customer Service Representative II	15.70	***
01043	Customer Service Representative III	17.62	
01051	Data Entry Operator I	17.14	
01052	Data Entry Operator II	18.70	
01060	Dispatcher, Motor Vehicle	22.69	
01070	Document Preparation Clerk	19.31	
01090	Duplicating Machine Operator	19.31	
01111	General Clerk I	14.58	***
01112	General Clerk II	15.91	***
01113	General Clerk III	17.85	
01120	Housing Referral Assistant	22.33	
01141	Messenger Courier	15.62	***
01191	Order Clerk I	16.76	
01192	Order Clerk II	18.29	
01261	Personnel Assistant (Employment) I	17.45	

01262	Personnel Assistant (Employment) II	20.27	
01263	Personnel Assistant (Employment) III	22.28	
01270	Production Control Clerk	23.06	
01290	Rental Clerk	14.60	***
01300	Scheduler, Maintenance	17.91	
01311	Secretary I	17.91	
01312	Secretary II	20.04	
01313	Secretary III	22.33	
01320	Service Order Dispatcher	20.28	
01410	Supply Technician	29.05	
01420	Survey Worker	18.52	
01460	Switchboard Operator/Receptionist	14.99	***
01531	Travel Clerk I	17.55	
01532	Travel Clerk II	19.06	
01533	Travel Clerk III	20.64	
01611	Word Processor I	17.80	
01612	Word Processor II	19.98	
01613	Word Processor III	22.35	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.64	
05010	Automotive Electrician	21.59	
05040	Automotive Glass Installer	20.46	
05070	Automotive Worker	20.46	
05110	Mobile Equipment Servicer	18.26	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	20.46	
05190	Motor Vehicle Mechanic	22.69	
05220	Motor Vehicle Mechanic Helper	17.48	
05250	Motor Vehicle Upholstery Worker	19.28	
05280	Motor Vehicle Wrecker	20.46	
05310	Painter, Automotive	21.59	
05340	Radiator Repair Specialist	20.46	
05370	Tire Repairer	16.02	***
05400	Transmission Repair Specialist	22.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.72	
07041	Cook I	15.04	***
07042	Cook II	16.72	
07070	Dishwasher	12.21	***
07130	Food Service Worker	13.44	***
07210	Meat Cutter	16.72	
07260	Waiter/Waitress	13.96	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.43	
09040	Furniture Handler	16.47	
09080	Furniture Refinisher	23.38	
09090	Furniture Refinisher Helper	18.68	
09110	Furniture Repairer, Minor	20.88	
09130	Upholsterer	19.43	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.64	***
11060	Elevator Operator	14.08	***
11090	Gardener	19.77	
11122	Housekeeping Aide	14.08	***
11150	Janitor	14.08	***
11210	Laborer, Grounds Maintenance	16.47	
11240	Maid or Houseman	13.73	***
11260	Pruner	15.39	***
11270	Tractor Operator	18.68	
11330	Trail Maintenance Worker	16.47	

11360	Window Cleaner	15.06	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.58	
12011	Breath Alcohol Technician	20.85	
12012	Certified Occupational Therapist Assistant	24.47	
12015	Certified Physical Therapist Assistant	25.64	
12020	Dental Assistant	21.23	
12025	Dental Hygienist	35.05	
12030	EKG Technician	29.50	
12035	Electroneurodiagnostic Technologist	29.50	
12040	Emergency Medical Technician	18.58	
12071	Licensed Practical Nurse I	18.65	
12072	Licensed Practical Nurse II	20.85	
12073	Licensed Practical Nurse III	23.24	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	22.46	
12160	Medical Record Clerk	17.05	
12190	Medical Record Technician	19.38	
12195	Medical Transcriptionist	17.01	
12210	Nuclear Medicine Technologist	37.24	
12221	Nursing Assistant I	11.81	***
12222	Nursing Assistant II	13.28	***
12223	Nursing Assistant III	14.49	***
12224	Nursing Assistant IV	16.26	
12235	Optical Dispenser	17.60	
12236	Optical Technician	18.01	
12250	Pharmacy Technician	17.59	
12280	Phlebotomist	17.59	
12305	Radiologic Technologist	28.92	
12311	Registered Nurse I	24.55	
12312	Registered Nurse II	30.04	
12313	Registered Nurse II, Specialist	30.04	
12314	Registered Nurse III	36.33	
12315	Registered Nurse III, Anesthetist	36.33	
12316	Registered Nurse IV	43.56	
12317	Scheduler (Drug and Alcohol Testing)	25.83	
12320	Substance Abuse Treatment Counselor	24.54	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.79	
13012	Exhibits Specialist II	25.75	
13013	Exhibits Specialist III	31.50	
13041	Illustrator I	20.79	
13042	Illustrator II	25.75	
13043	Illustrator III	31.50	
13047	Librarian	28.52	
13050	Library Aide/Clerk	14.01	***
13054	Library Information Technology Systems Administrator	25.75	
13058	Library Technician	17.64	
13061	Media Specialist I	18.58	
13062	Media Specialist II	20.79	
13063	Media Specialist III	23.18	
13071	Photographer I	16.52	
13072	Photographer II	18.49	
13073	Photographer III	22.90	
13074	Photographer IV	28.01	
13075	Photographer V	33.89	
13090	Technical Order Library Clerk	17.60	
13110	Video Teleconference Technician	22.45	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.26	
14042	Computer Operator II	18.19	
14043	Computer Operator III	20.27	
14044	Computer Operator IV	22.53	

14045	Computer Operator V		24.95
14071	Computer Programmer I	(see 1)	20.78
14072	Computer Programmer II	(see 1)	25.74
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.26
14160	Personal Computer Support Technician		22.53
14170	System Support Specialist		26.49

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.21	
15020	Aircrew Training Devices Instructor (Rated)	40.15	
15030	Air Crew Training Devices Instructor (Pilot)	45.01	
15050	Computer Based Training Specialist / Instructor	33.21	
15060	Educational Technologist	36.89	
15070	Flight Instructor (Pilot)	45.01	
15080	Graphic Artist	23.85	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.87	
15086	Maintenance Test Pilot, Rotary Wing	42.87	
15088	Non-Maintenance Test/Co-Pilot	42.87	
15090	Technical Instructor	21.14	
15095	Technical Instructor/Course Developer	25.86	
15110	Test Proctor	17.07	
15120	Tutor	17.07	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.09	
19040	Tool And Die Maker	29.02	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	18.05	
21030	Material Coordinator	23.06	
21040	Material Expediter	23.06	
21050	Material Handling Laborer	14.86	***
21071	Order Filler	15.02	***
21080	Production Line Worker (Food Processing)	19.79	
21110	Shipping Packer	17.74	
21130	Shipping/Receiving Clerk	17.74	
21140	Store Worker I	16.47	
21150	Stock Clerk	20.25	
21210	Tools And Parts Attendant	18.05	
21410	Warehouse Specialist	19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.05	
23019	Aircraft Logs and Records Technician	25.14	

23021	Aircraft Mechanic I	29.59	
23022	Aircraft Mechanic II	31.05	
23023	Aircraft Mechanic III	32.42	
23040	Aircraft Mechanic Helper	22.90	
23050	Aircraft, Painter	32.46	
23060	Aircraft Servicer	25.14	
23070	Aircraft Survival Flight Equipment Technician	32.46	
23080	Aircraft Worker	26.66	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.66	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.59	
23110	Appliance Mechanic	22.61	
23120	Bicycle Repairer	19.18	
23125	Cable Splicer	45.79	
23130	Carpenter, Maintenance	22.84	
23140	Carpet Layer	20.97	
23160	Electrician, Maintenance	24.76	
23181	Electronics Technician Maintenance I	26.17	
23182	Electronics Technician Maintenance II	27.62	
23183	Electronics Technician Maintenance III	29.02	
23260	Fabric Worker	23.65	
23290	Fire Alarm System Mechanic	23.85	
23310	Fire Extinguisher Repairer	22.39	
23311	Fuel Distribution System Mechanic	35.31	
23312	Fuel Distribution System Operator	28.52	
23370	General Maintenance Worker	18.64	
23380	Ground Support Equipment Mechanic	29.59	
23381	Ground Support Equipment Servicer	25.14	
23382	Ground Support Equipment Worker	26.66	
23391	Gunsmith I	22.39	
23392	Gunsmith II	25.09	
23393	Gunsmith III	27.82	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.85	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.24	
23430	Heavy Equipment Mechanic	27.10	
23440	Heavy Equipment Operator	24.85	
23460	Instrument Mechanic	27.82	
23465	Laboratory/Shelter Mechanic	26.48	
23470	Laborer	14.42	***
23510	Locksmith	23.09	
23530	Machinery Maintenance Mechanic	24.23	
23550	Machinist, Maintenance	22.40	
23580	Maintenance Trades Helper	17.74	
23591	Metrology Technician I	27.82	
23592	Metrology Technician II	29.21	
23593	Metrology Technician III	30.62	
23640	Millwright	35.88	
23710	Office Appliance Repairer	19.70	
23760	Painter, Maintenance	21.92	
23790	Pipefitter, Maintenance	28.11	
23810	Plumber, Maintenance	26.74	
23820	Pneudraulic Systems Mechanic	27.82	
23850	Rigger	25.54	
23870	Scale Mechanic	25.09	
23890	Sheet-Metal Worker, Maintenance	22.95	
23910	Small Engine Mechanic	19.22	
23931	Telecommunications Mechanic I	26.15	
23932	Telecommunications Mechanic II	27.45	
23950	Telephone Lineman	24.90	
23960	Welder, Combination, Maintenance	20.88	
23965	Well Driller	26.06	
23970	Woodcraft Worker	27.82	
23980	Woodworker	22.39	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.75	***
24570	Child Care Attendant	12.09	***
24580	Child Care Center Clerk	15.07	***
24610	Chore Aide	13.49	***

24620	Family Readiness And Support Services Coordinator	14.75	***
24630	Homemaker	16.74	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.71	
25040	Sewage Plant Operator	24.67	
25070	Stationary Engineer	28.71	
25190	Ventilation Equipment Tender	21.69	
25210	Water Treatment Plant Operator	24.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.63	
27007	Baggage Inspector	12.61	***
27008	Corrections Officer	28.22	
27010	Court Security Officer	25.92	
27030	Detection Dog Handler	17.25	
27040	Detention Officer	28.22	
27070	Firefighter	23.62	
27101	Guard I	12.61	***
27102	Guard II	17.25	
27131	Police Officer I	29.78	
27132	Police Officer II	33.10	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.12	***
28042	Carnival Equipment Repairer	14.73	***
28043	Carnival Worker	12.21	***
28210	Gate Attendant/Gate Tender	17.72	
28310	Lifeguard	12.53	***
28350	Park Attendant (Aide)	19.83	
28510	Recreation Aide/Health Facility Attendant	14.48	***
28515	Recreation Specialist	24.56	
28630	Sports Official	15.80	***
28690	Swimming Pool Operator	18.63	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.92	
29020	Hatch Tender	25.92	
29030	Line Handler	25.92	
29041	Stevedore I	24.62	
29042	Stevedore II	27.21	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	19.39	
30022	Archeological Technician II	21.69	
30023	Archeological Technician III	26.87	
30030	Cartographic Technician	26.87	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	19.39	
30062	Drafter/CAD Operator II	21.69	
30063	Drafter/CAD Operator III	24.17	
30064	Drafter/CAD Operator IV	29.76	
30081	Engineering Technician I	16.30	
30082	Engineering Technician II	18.29	
30083	Engineering Technician III	20.46	
30084	Engineering Technician IV	25.37	
30085	Engineering Technician V	31.05	

30086	Engineering Technician VI	37.54
30090	Environmental Technician	23.31
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	23.42
30221	Latent Fingerprint Technician I	33.83
30222	Latent Fingerprint Technician II	37.37
30240	Mathematical Technician	29.56
30361	Paralegal/Legal Assistant I	19.53
30362	Paralegal/Legal Assistant II	24.19
30363	Paralegal/Legal Assistant III	29.58
30364	Paralegal/Legal Assistant IV	35.80
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	26.87
30395	Radiation Control Technician	31.56
30461	Technical Writer I	24.38
30462	Technical Writer II	29.82
30463	Technical Writer III	36.09
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	29.12
30502	Weather Forecaster II	35.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.17
30621	Weather Observer, Senior	(see 2) 26.87

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.09	***
31030	Bus Driver	20.40	
31043	Driver Courier	17.52	
31260	Parking and Lot Attendant	11.95	***
31290	Shuttle Bus Driver	17.36	
31310	Taxi Driver	17.09	
31361	Truckdriver, Light	18.54	
31362	Truckdriver, Medium	19.58	
31363	Truckdriver, Heavy	23.27	
31364	Truckdriver, Tractor-Trailer	23.27	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.46	***
99050	Desk Clerk	13.21	***
99095	Embalmer	34.25	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.82	***
99252	Laboratory Animal Caretaker II	14.62	***
99260	Marketing Analyst	29.20	
99310	Mortician	34.25	
99410	Pest Controller	19.93	
99510	Photofinishing Worker	16.25	
99710	Recycling Laborer	24.30	
99711	Recycling Specialist	27.56	
99730	Refuse Collector	22.71	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	13.65	***
99830	Survey Party Chief	23.19	
99831	Surveying Aide	12.79	***
99832	Surveying Technician	19.51	
99840	Vending Machine Attendant	15.77	***
99841	Vending Machine Repairer	20.24	
99842	Vending Machine Repairer Helper	15.77	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

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

<<< Wage Determination No. : 2015-4851

States/Territories. : Michigan

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Jackson

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.02	***
01012	Accounting Clerk II	17.97	
01013	Accounting Clerk III	20.12	
01020	Administrative Assistant	29.27	
01035	Court Reporter	19.39	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.81	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	16.10	***
01052	Data Entry Operator II	17.56	
01060	Dispatcher, Motor Vehicle	22.11	
01070	Document Preparation Clerk	16.14	***
01090	Duplicating Machine Operator	16.14	***
01111	General Clerk I	14.49	***
01112	General Clerk II	15.81	***
01113	General Clerk III	17.74	
01120	Housing Referral Assistant	21.62	
01141	Messenger Courier	13.15	***
01191	Order Clerk I	16.49	
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	18.12	

01262	Personnel Assistant (Employment) II	20.28	
01263	Personnel Assistant (Employment) III	22.59	
01270	Production Control Clerk	25.39	
01290	Rental Clerk	15.81	***
01300	Scheduler, Maintenance	17.35	
01311	Secretary I	17.35	
01312	Secretary II	19.39	
01313	Secretary III	21.62	
01320	Service Order Dispatcher	19.76	
01410	Supply Technician	29.27	
01420	Survey Worker	20.24	
01460	Switchboard Operator/Receptionist	14.42	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	15.98	***
01612	Word Processor II	18.12	
01613	Word Processor III	20.28	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.06	
05010	Automotive Electrician	21.47	
05040	Automotive Glass Installer	20.34	
05070	Automotive Worker	20.34	
05110	Mobile Equipment Servicer	18.15	
05130	Motor Equipment Metal Mechanic	22.56	
05160	Motor Equipment Metal Worker	20.34	
05190	Motor Vehicle Mechanic	22.56	
05220	Motor Vehicle Mechanic Helper	17.16	
05250	Motor Vehicle Upholstery Worker	19.17	
05280	Motor Vehicle Wrecker	20.34	
05310	Painter, Automotive	21.47	
05340	Radiator Repair Specialist	20.34	
05370	Tire Repairer	17.62	
05400	Transmission Repair Specialist	22.56	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	17.19	
07042	Cook II	19.27	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.48	
09040	Furniture Handler	15.88	***
09080	Furniture Refinisher	22.48	
09090	Furniture Refinisher Helper	17.98	
09110	Furniture Repairer, Minor	20.08	
09130	Upholsterer	22.48	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.95	***
11060	Elevator Operator	13.82	***
11090	Gardener	17.27	
11122	Housekeeping Aide	13.82	***
11150	Janitor	13.82	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	13.22	***
11260	Pruner	14.77	***
11270	Tractor Operator	16.32	
11330	Trail Maintenance Worker	14.39	***

11360	Window Cleaner	14.79	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	25.03	
12011	Breath Alcohol Technician	25.03	
12012	Certified Occupational Therapist Assistant	34.34	
12015	Certified Physical Therapist Assistant	29.31	
12020	Dental Assistant	19.20	
12025	Dental Hygienist	36.35	
12030	EKG Technician	37.93	
12035	Electroneurodiagnostic Technologist	37.93	
12040	Emergency Medical Technician	25.03	
12071	Licensed Practical Nurse I	22.37	
12072	Licensed Practical Nurse II	25.03	
12073	Licensed Practical Nurse III	27.90	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	21.48	
12160	Medical Record Clerk	19.83	
12190	Medical Record Technician	24.96	
12195	Medical Transcriptionist	22.37	
12210	Nuclear Medicine Technologist	55.01	
12221	Nursing Assistant I	12.76	***
12222	Nursing Assistant II	14.34	***
12223	Nursing Assistant III	15.65	***
12224	Nursing Assistant IV	17.56	
12235	Optical Dispenser	23.79	
12236	Optical Technician	22.37	
12250	Pharmacy Technician	17.62	
12280	Phlebotomist	22.37	
12305	Radiologic Technologist	35.64	
12311	Registered Nurse I	27.06	
12312	Registered Nurse II	33.10	
12313	Registered Nurse II, Specialist	33.10	
12314	Registered Nurse III	40.04	
12315	Registered Nurse III, Anesthetist	40.04	
12316	Registered Nurse IV	47.67	
12317	Scheduler (Drug and Alcohol Testing)	31.01	
12320	Substance Abuse Treatment Counselor	25.18	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.66	
13012	Exhibits Specialist II	23.12	
13013	Exhibits Specialist III	28.28	
13041	Illustrator I	18.66	
13042	Illustrator II	23.12	
13043	Illustrator III	28.28	
13047	Librarian	25.60	
13050	Library Aide/Clerk	14.86	***
13054	Library Information Technology Systems Administrator	23.12	
13058	Library Technician	14.95	***
13061	Media Specialist I	16.69	
13062	Media Specialist II	18.66	
13063	Media Specialist III	20.80	
13071	Photographer I	16.62	
13072	Photographer II	18.66	
13073	Photographer III	23.02	
13074	Photographer IV	28.18	
13075	Photographer V	34.09	
13090	Technical Order Library Clerk	18.40	
13110	Video Teleconference Technician	16.69	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.88	
14042	Computer Operator II	20.01	
14043	Computer Operator III	22.30	
14044	Computer Operator IV	24.78	

14045	Computer Operator V		27.45
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.88
14160	Personal Computer Support Technician		24.78
14170	System Support Specialist		27.45

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		32.33	
15020	Aircrew Training Devices Instructor (Rated)		39.12	
15030	Air Crew Training Devices Instructor (Pilot)		46.90	
15050	Computer Based Training Specialist / Instructor		32.33	
15060	Educational Technologist		37.85	
15070	Flight Instructor (Pilot)		46.90	
15080	Graphic Artist		25.72	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		46.90	
15086	Maintenance Test Pilot, Rotary Wing		46.90	
15088	Non-Maintenance Test/Co-Pilot		46.90	
15090	Technical Instructor		26.73	
15095	Technical Instructor/Course Developer		32.70	
15110	Test Proctor		21.97	
15120	Tutor		21.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.99	
19040	Tool And Die Maker		28.90	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.48	
21030	Material Coordinator		25.39	
21040	Material Expediter		25.39	
21050	Material Handling Laborer		17.01	
21071	Order Filler		15.26	***
21080	Production Line Worker (Food Processing)		20.02	
21110	Shipping Packer		17.81	
21130	Shipping/Receiving Clerk		17.81	
21140	Store Worker I		16.47	
21150	Stock Clerk		20.25	
21210	Tools And Parts Attendant		17.80	
21410	Warehouse Specialist		19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.00	
23019	Aircraft Logs and Records Technician		21.86	

23021	Aircraft Mechanic I	25.72
23022	Aircraft Mechanic II	27.00
23023	Aircraft Mechanic III	28.30
23040	Aircraft Mechanic Helper	19.56
23050	Aircraft, Painter	24.48
23060	Aircraft Servicer	21.86
23070	Aircraft Survival Flight Equipment Technician	24.48
23080	Aircraft Worker	23.19
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.19
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.72
23110	Appliance Mechanic	24.48
23120	Bicycle Repairer	20.70
23125	Cable Splicer	26.31
23130	Carpenter, Maintenance	22.85
23140	Carpet Layer	23.19
23160	Electrician, Maintenance	29.34
23181	Electronics Technician Maintenance I	23.56
23182	Electronics Technician Maintenance II	24.73
23183	Electronics Technician Maintenance III	25.90
23260	Fabric Worker	21.86
23290	Fire Alarm System Mechanic	25.72
23310	Fire Extinguisher Repairer	20.70
23311	Fuel Distribution System Mechanic	25.72
23312	Fuel Distribution System Operator	20.70
23370	General Maintenance Worker	19.06
23380	Ground Support Equipment Mechanic	25.72
23381	Ground Support Equipment Servicer	21.86
23382	Ground Support Equipment Worker	23.19
23391	Gunsmith I	20.70
23392	Gunsmith II	23.19
23393	Gunsmith III	25.72
23410	Heating, Ventilation And Air-Conditioning Mechanic	32.44
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.06
23430	Heavy Equipment Mechanic	24.21
23440	Heavy Equipment Operator	27.89
23460	Instrument Mechanic	25.72
23465	Laboratory/Shelter Mechanic	24.48
23470	Laborer	17.01
23510	Locksmith	24.48
23530	Machinery Maintenance Mechanic	28.49
23550	Machinist, Maintenance	22.06
23580	Maintenance Trades Helper	19.56
23591	Metrology Technician I	25.72
23592	Metrology Technician II	27.00
23593	Metrology Technician III	28.30
23640	Millwright	32.21
23710	Office Appliance Repairer	24.48
23760	Painter, Maintenance	24.48
23790	Pipefitter, Maintenance	30.40
23810	Plumber, Maintenance	28.93
23820	Pneudraulic Systems Mechanic	25.72
23850	Rigger	25.72
23870	Scale Mechanic	23.19
23890	Sheet-Metal Worker, Maintenance	27.51
23910	Small Engine Mechanic	23.19
23931	Telecommunications Mechanic I	25.28
23932	Telecommunications Mechanic II	26.15
23950	Telephone Lineman	25.72
23960	Welder, Combination, Maintenance	21.46
23965	Well Driller	25.72
23970	Woodcraft Worker	25.72
23980	Woodworker	20.70

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.69	
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.45	***
24610	Chore Aide	13.30	***

24620	Family Readiness And Support Services Coordinator	18.69
24630	Homemaker	18.69

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.19	
25040	Sewage Plant Operator	23.78	
25070	Stationary Engineer	25.19	
25190	Ventilation Equipment Tender	19.77	
25210	Water Treatment Plant Operator	23.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.72	
27007	Baggage Inspector	14.64	***
27008	Corrections Officer	22.90	
27010	Court Security Officer	23.03	
27030	Detection Dog Handler	17.11	
27040	Detention Officer	22.90	
27070	Firefighter	22.85	
27101	Guard I	14.64	***
27102	Guard II	17.11	
27131	Police Officer I	29.17	
27132	Police Officer II	32.41	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	16.75	
28310	Lifeguard	13.53	***
28350	Park Attendant (Aide)	18.74	
28510	Recreation Aide/Health Facility Attendant	13.68	***
28515	Recreation Specialist	23.22	
28630	Sports Official	14.93	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.73	
29020	Hatch Tender	24.73	
29030	Line Handler	24.73	
29041	Stevedore I	23.74	
29042	Stevedore II	25.96	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	20.90	
30022	Archeological Technician II	23.38	
30023	Archeological Technician III	28.95	
30030	Cartographic Technician	28.95	
30040	Civil Engineering Technician	30.78	
30051	Cryogenic Technician I	30.00	
30052	Cryogenic Technician II	33.14	
30061	Drafter/CAD Operator I	20.90	
30062	Drafter/CAD Operator II	23.38	
30063	Drafter/CAD Operator III	26.05	
30064	Drafter/CAD Operator IV	32.08	
30081	Engineering Technician I	15.65	***
30082	Engineering Technician II	17.57	
30083	Engineering Technician III	19.65	
30084	Engineering Technician IV	24.35	
30085	Engineering Technician V	29.79	

30086	Engineering Technician VI	36.03
30090	Environmental Technician	28.95
30095	Evidence Control Specialist	27.09
30210	Laboratory Technician	26.05
30221	Latent Fingerprint Technician I	30.00
30222	Latent Fingerprint Technician II	33.14
30240	Mathematical Technician	28.95
30361	Paralegal/Legal Assistant I	20.03
30362	Paralegal/Legal Assistant II	24.79
30363	Paralegal/Legal Assistant III	30.34
30364	Paralegal/Legal Assistant IV	36.70
30375	Petroleum Supply Specialist	33.14
30390	Photo-Optics Technician	28.95
30395	Radiation Control Technician	33.14
30461	Technical Writer I	28.95
30462	Technical Writer II	35.43
30463	Technical Writer III	42.46
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	32.08
30502	Weather Forecaster II	39.01
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 26.05
30621	Weather Observer, Senior	(see 2) 29.14

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.78	***
31030	Bus Driver	20.01	
31043	Driver Courier	17.10	
31260	Parking and Lot Attendant	14.75	***
31290	Shuttle Bus Driver	17.65	
31310	Taxi Driver	17.65	
31361	Truckdriver, Light	18.09	
31362	Truckdriver, Medium	19.11	
31363	Truckdriver, Heavy	24.09	
31364	Truckdriver, Tractor-Trailer	24.09	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.42	***
99050	Desk Clerk	14.95	***
99095	Embalmer	26.68	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.53	***
99252	Laboratory Animal Caretaker II	16.42	
99260	Marketing Analyst	37.19	
99310	Mortician	26.68	
99410	Pest Controller	24.06	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	20.38	
99711	Recycling Specialist	23.12	
99730	Refuse Collector	19.05	
99810	Sales Clerk	13.79	***
99820	School Crossing Guard	17.74	
99830	Survey Party Chief	21.71	
99831	Surveying Aide	11.40	***
99832	Surveying Technician	18.09	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	25.53	
99842	Vending Machine Repairer Helper	21.53	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4853

States/Territories. : Michigan

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan Counties of Kalamazoo, Van Buren

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.82	***
01012	Accounting Clerk II	17.75	
01013	Accounting Clerk III	19.86	
01020	Administrative Assistant	28.76	
01035	Court Reporter	20.00	
01041	Customer Service Representative I	14.50	***
01042	Customer Service Representative II	15.89	***
01043	Customer Service Representative III	17.78	
01051	Data Entry Operator I	15.38	***
01052	Data Entry Operator II	16.78	
01060	Dispatcher, Motor Vehicle	22.78	
01070	Document Preparation Clerk	15.92	***
01090	Duplicating Machine Operator	15.92	***
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	22.28	
01141	Messenger Courier	14.75	***
01191	Order Clerk I	17.90	
01192	Order Clerk II	19.54	
01261	Personnel Assistant (Employment) I	16.42	

01262	Personnel Assistant (Employment) II	18.37	
01263	Personnel Assistant (Employment) III	20.48	
01270	Production Control Clerk	27.24	
01290	Rental Clerk	14.99	***
01300	Scheduler, Maintenance	17.87	
01311	Secretary I	17.87	
01312	Secretary II	20.00	
01313	Secretary III	22.28	
01320	Service Order Dispatcher	20.36	
01410	Supply Technician	28.76	
01420	Survey Worker	19.75	
01460	Switchboard Operator/Receptionist	14.42	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	15.62	***
01612	Word Processor II	17.54	
01613	Word Processor III	19.62	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.84	
05010	Automotive Electrician	21.26	
05040	Automotive Glass Installer	20.15	
05070	Automotive Worker	20.15	
05110	Mobile Equipment Servicer	18.05	
05130	Motor Equipment Metal Mechanic	22.34	
05160	Motor Equipment Metal Worker	20.15	
05190	Motor Vehicle Mechanic	22.34	
05220	Motor Vehicle Mechanic Helper	17.04	
05250	Motor Vehicle Upholstery Worker	19.05	
05280	Motor Vehicle Wrecker	20.15	
05310	Painter, Automotive	21.26	
05340	Radiator Repair Specialist	20.15	
05370	Tire Repairer	16.87	
05400	Transmission Repair Specialist	22.34	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	15.88	***
09080	Furniture Refinisher	20.63	
09090	Furniture Refinisher Helper	17.43	
09110	Furniture Repairer, Minor	19.06	
09130	Upholsterer	20.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.65	***
11060	Elevator Operator	14.05	***
11090	Gardener	17.43	
11122	Housekeeping Aide	14.05	***
11150	Janitor	14.05	***
11210	Laborer, Grounds Maintenance	14.52	***
11240	Maid or Houseman	13.56	***
11260	Pruner	14.77	***
11270	Tractor Operator	16.47	
11330	Trail Maintenance Worker	14.52	***

11360	Window Cleaner	15.03	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.55	
12011	Breath Alcohol Technician	24.25	
12012	Certified Occupational Therapist Assistant	33.16	
12015	Certified Physical Therapist Assistant	29.64	
12020	Dental Assistant	20.81	
12025	Dental Hygienist	32.96	
12030	EKG Technician	33.72	
12035	Electroneurodiagnostic Technologist	33.72	
12040	Emergency Medical Technician	22.55	
12071	Licensed Practical Nurse I	21.67	
12072	Licensed Practical Nurse II	24.25	
12073	Licensed Practical Nurse III	27.03	
12100	Medical Assistant	17.50	
12130	Medical Laboratory Technician	26.77	
12160	Medical Record Clerk	17.28	
12190	Medical Record Technician	19.34	
12195	Medical Transcriptionist	21.67	
12210	Nuclear Medicine Technologist	53.29	
12221	Nursing Assistant I	11.74	***
12222	Nursing Assistant II	13.20	***
12223	Nursing Assistant III	14.40	***
12224	Nursing Assistant IV	16.16	***
12235	Optical Dispenser	17.46	
12236	Optical Technician	21.67	
12250	Pharmacy Technician	17.06	
12280	Phlebotomist	17.61	
12305	Radiologic Technologist	32.06	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.34	
12317	Scheduler (Drug and Alcohol Testing)	30.04	
12320	Substance Abuse Treatment Counselor	22.69	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.85	
13012	Exhibits Specialist II	22.12	
13013	Exhibits Specialist III	27.06	
13041	Illustrator I	17.85	
13042	Illustrator II	22.12	
13043	Illustrator III	27.06	
13047	Librarian	24.50	
13050	Library Aide/Clerk	13.88	***
13054	Library Information Technology Systems Administrator	22.12	
13058	Library Technician	14.01	***
13061	Media Specialist I	15.96	***
13062	Media Specialist II	17.85	
13063	Media Specialist III	19.90	
13071	Photographer I	15.58	***
13072	Photographer II	17.43	
13073	Photographer III	21.59	
13074	Photographer IV	26.41	
13075	Photographer V	31.95	
13090	Technical Order Library Clerk	17.43	
13110	Video Teleconference Technician	16.65	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.63	
14042	Computer Operator II	20.84	
14043	Computer Operator III	23.23	
14044	Computer Operator IV	25.82	

14045	Computer Operator V		28.59
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.63
14160	Personal Computer Support Technician		25.82
14170	System Support Specialist		28.59

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.35	
15020	Aircrew Training Devices Instructor (Rated)	36.73	
15030	Air Crew Training Devices Instructor (Pilot)	44.02	
15050	Computer Based Training Specialist / Instructor	30.35	
15060	Educational Technologist	35.13	
15070	Flight Instructor (Pilot)	44.02	
15080	Graphic Artist	24.22	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.02	
15086	Maintenance Test Pilot, Rotary Wing	44.02	
15088	Non-Maintenance Test/Co-Pilot	44.02	
15090	Technical Instructor	24.86	
15095	Technical Instructor/Course Developer	30.41	
15110	Test Proctor	20.07	
15120	Tutor	20.07	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.12	
19040	Tool And Die Maker	27.85	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.55	
21030	Material Coordinator	27.24	
21040	Material Expediter	27.24	
21050	Material Handling Laborer	17.00	
21071	Order Filler	15.26	***
21080	Production Line Worker (Food Processing)	20.02	
21110	Shipping Packer	17.48	
21130	Shipping/Receiving Clerk	17.48	
21140	Store Worker I	16.47	
21150	Stock Clerk	20.25	
21210	Tools And Parts Attendant	17.80	
21410	Warehouse Specialist	19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.24	
23019	Aircraft Logs and Records Technician	23.67	

23021	Aircraft Mechanic I	27.85
23022	Aircraft Mechanic II	29.24
23023	Aircraft Mechanic III	30.65
23040	Aircraft Mechanic Helper	21.18
23050	Aircraft, Painter	26.51
23060	Aircraft Servicer	23.67
23070	Aircraft Survival Flight Equipment Technician	26.51
23080	Aircraft Worker	25.12
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.12
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.85
23110	Appliance Mechanic	26.51
23120	Bicycle Repairer	22.41
23125	Cable Splicer	27.85
23130	Carpenter, Maintenance	22.40
23140	Carpet Layer	25.12
23160	Electrician, Maintenance	29.48
23181	Electronics Technician Maintenance I	28.51
23182	Electronics Technician Maintenance II	29.92
23183	Electronics Technician Maintenance III	31.34
23260	Fabric Worker	23.67
23290	Fire Alarm System Mechanic	27.85
23310	Fire Extinguisher Repairer	22.41
23311	Fuel Distribution System Mechanic	27.85
23312	Fuel Distribution System Operator	22.41
23370	General Maintenance Worker	19.06
23380	Ground Support Equipment Mechanic	27.85
23381	Ground Support Equipment Servicer	23.67
23382	Ground Support Equipment Worker	25.12
23391	Gunsmith I	22.41
23392	Gunsmith II	25.12
23393	Gunsmith III	27.85
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.46
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.97
23430	Heavy Equipment Mechanic	27.73
23440	Heavy Equipment Operator	26.59
23460	Instrument Mechanic	27.85
23465	Laboratory/Shelter Mechanic	26.51
23470	Laborer	17.00
23510	Locksmith	26.51
23530	Machinery Maintenance Mechanic	26.36
23550	Machinist, Maintenance	21.59
23580	Maintenance Trades Helper	19.89
23591	Metrology Technician I	27.85
23592	Metrology Technician II	29.24
23593	Metrology Technician III	30.65
23640	Millwright	32.21
23710	Office Appliance Repairer	21.88
23760	Painter, Maintenance	20.63
23790	Pipefitter, Maintenance	35.86
23810	Plumber, Maintenance	34.12
23820	Pneudraulic Systems Mechanic	27.85
23850	Rigger	27.85
23870	Scale Mechanic	25.12
23890	Sheet-Metal Worker, Maintenance	35.88
23910	Small Engine Mechanic	21.93
23931	Telecommunications Mechanic I	31.02
23932	Telecommunications Mechanic II	32.45
23950	Telephone Lineman	27.85
23960	Welder, Combination, Maintenance	21.46
23965	Well Driller	27.85
23970	Woodcraft Worker	27.85
23980	Woodworker	22.41

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.07	***
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.45	***
24610	Chore Aide	13.51	***

24620	Family Readiness And Support Services Coordinator	16.07	***
24630	Homemaker	16.07	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.15	
25040	Sewage Plant Operator	23.02	
25070	Stationary Engineer	26.15	
25190	Ventilation Equipment Tender	19.89	
25210	Water Treatment Plant Operator	23.02	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.96	
27007	Baggage Inspector	14.64	***
27008	Corrections Officer	24.38	
27010	Court Security Officer	22.29	
27030	Detection Dog Handler	17.48	
27040	Detention Officer	24.38	
27070	Firefighter	19.42	
27101	Guard I	14.64	***
27102	Guard II	17.48	
27131	Police Officer I	27.91	
27132	Police Officer II	31.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.79	***
28042	Carnival Equipment Repairer	16.71	
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	16.40	
28310	Lifeguard	12.57	***
28350	Park Attendant (Aide)	18.36	
28510	Recreation Aide/Health Facility Attendant	13.40	***
28515	Recreation Specialist	22.74	
28630	Sports Official	14.62	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshorem Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.12	
29020	Hatch Tender	25.12	
29030	Line Handler	25.12	
29041	Stevedore I	23.74	
29042	Stevedore II	26.51	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.98	
30022	Archeological Technician II	20.12	
30023	Archeological Technician III	24.92	
30030	Cartographic Technician	24.92	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	27.48	
30052	Cryogenic Technician II	30.35	
30061	Drafter/CAD Operator I	17.98	
30062	Drafter/CAD Operator II	20.12	
30063	Drafter/CAD Operator III	22.43	
30064	Drafter/CAD Operator IV	27.60	
30081	Engineering Technician I	16.24	
30082	Engineering Technician II	18.23	
30083	Engineering Technician III	20.39	
30084	Engineering Technician IV	25.27	
30085	Engineering Technician V	30.91	

30086	Engineering Technician VI	37.39
30090	Environmental Technician	24.71
30095	Evidence Control Specialist	24.81
30210	Laboratory Technician	23.69
30221	Latent Fingerprint Technician I	27.48
30222	Latent Fingerprint Technician II	30.35
30240	Mathematical Technician	27.41
30361	Paralegal/Legal Assistant I	19.99
30362	Paralegal/Legal Assistant II	24.35
30363	Paralegal/Legal Assistant III	29.79
30364	Paralegal/Legal Assistant IV	36.05
30375	Petroleum Supply Specialist	30.35
30390	Photo-Optics Technician	24.71
30395	Radiation Control Technician	30.35
30461	Technical Writer I	23.80
30462	Technical Writer II	29.11
30463	Technical Writer III	35.21
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.60
30502	Weather Forecaster II	33.58
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.43
30621	Weather Observer, Senior	(see 2) 24.92

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.89	***
31030	Bus Driver	18.88	
31043	Driver Courier	17.53	
31260	Parking and Lot Attendant	13.63	***
31290	Shuttle Bus Driver	16.87	
31310	Taxi Driver	15.19	***
31361	Truckdriver, Light	18.56	
31362	Truckdriver, Medium	19.59	
31363	Truckdriver, Heavy	22.56	
31364	Truckdriver, Tractor-Trailer	22.56	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.61	***
99050	Desk Clerk	12.75	***
99095	Embalmer	27.48	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.63	***
99252	Laboratory Animal Caretaker II	14.42	***
99260	Marketing Analyst	26.64	
99310	Mortician	27.48	
99410	Pest Controller	24.06	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	20.98	
99711	Recycling Specialist	23.80	
99730	Refuse Collector	19.60	
99810	Sales Clerk	13.46	***
99820	School Crossing Guard	17.32	
99830	Survey Party Chief	21.71	
99831	Surveying Aide	11.40	***
99832	Surveying Technician	18.09	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	25.53	
99842	Vending Machine Repairer Helper	21.53	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c) (1)).

<<< Wage Determination No. : 2015-4855

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Clinton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.58	
01012	Accounting Clerk II	19.75	
01013	Accounting Clerk III	22.08	
01020	Administrative Assistant	29.66	
01035	Court Reporter	20.56	
01041	Customer Service Representative I	14.66	***
01042	Customer Service Representative II	15.99	***
01043	Customer Service Representative III	17.95	
01051	Data Entry Operator I	13.43	***
01052	Data Entry Operator II	14.97	***
01060	Dispatcher, Motor Vehicle	18.73	
01070	Document Preparation Clerk	18.62	
01090	Duplicating Machine Operator	18.62	
01111	General Clerk I	14.81	***
01112	General Clerk II	16.15	***
01113	General Clerk III	18.13	
01120	Housing Referral Assistant	22.54	
01141	Messenger Courier	15.53	***
01191	Order Clerk I	16.71	
01192	Order Clerk II	18.23	
01261	Personnel Assistant (Employment) I	17.40	

01262	Personnel Assistant (Employment) II	19.46	
01263	Personnel Assistant (Employment) III	21.70	
01270	Production Control Clerk	22.94	
01290	Rental Clerk	15.43	***
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.22	
01313	Secretary III	22.54	
01320	Service Order Dispatcher	16.74	
01410	Supply Technician	29.66	
01420	Survey Worker	18.64	
01460	Switchboard Operator/Receptionist	14.68	***
01531	Travel Clerk I	16.59	
01532	Travel Clerk II	18.02	
01533	Travel Clerk III	19.51	
01611	Word Processor I	18.16	
01612	Word Processor II	20.38	
01613	Word Processor III	22.80	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.20	
05010	Automotive Electrician	21.80	
05040	Automotive Glass Installer	21.08	
05070	Automotive Worker	21.08	
05110	Mobile Equipment Servicer	19.24	
05130	Motor Equipment Metal Mechanic	22.94	
05160	Motor Equipment Metal Worker	21.08	
05190	Motor Vehicle Mechanic	22.94	
05220	Motor Vehicle Mechanic Helper	18.04	
05250	Motor Vehicle Upholstery Worker	20.22	
05280	Motor Vehicle Wrecker	21.08	
05310	Painter, Automotive	21.80	
05340	Radiator Repair Specialist	21.08	
05370	Tire Repairer	17.07	
05400	Transmission Repair Specialist	22.94	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.92	***
07041	Cook I	15.58	***
07042	Cook II	17.08	
07070	Dishwasher	12.31	***
07130	Food Service Worker	12.61	***
07210	Meat Cutter	15.12	***
07260	Waiter/Waitress	11.67	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.53	
09040	Furniture Handler	18.68	
09080	Furniture Refinisher	25.53	
09090	Furniture Refinisher Helper	21.55	
09110	Furniture Repairer, Minor	23.95	
09130	Upholsterer	25.53	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.44	***
11060	Elevator Operator	13.77	***
11090	Gardener	19.13	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	15.56	***
11240	Maid or Houseman	13.14	***
11260	Pruner	14.36	***
11270	Tractor Operator	17.94	
11330	Trail Maintenance Worker	15.56	***

11360	Window Cleaner	15.37	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.50	
12011	Breath Alcohol Technician	23.08	
12012	Certified Occupational Therapist Assistant	30.77	
12015	Certified Physical Therapist Assistant	29.31	
12020	Dental Assistant	19.84	
12025	Dental Hygienist	33.00	
12030	EKG Technician	35.23	
12035	Electroneurodiagnostic Technologist	35.23	
12040	Emergency Medical Technician	19.50	
12071	Licensed Practical Nurse I	20.63	
12072	Licensed Practical Nurse II	23.08	
12073	Licensed Practical Nurse III	25.73	
12100	Medical Assistant	17.84	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	20.05	
12190	Medical Record Technician	23.54	
12195	Medical Transcriptionist	17.47	
12210	Nuclear Medicine Technologist	49.29	
12221	Nursing Assistant I	12.00	***
12222	Nursing Assistant II	13.49	***
12223	Nursing Assistant III	14.72	***
12224	Nursing Assistant IV	16.52	
12235	Optical Dispenser	18.91	
12236	Optical Technician	19.16	
12250	Pharmacy Technician	14.74	***
12280	Phlebotomist	18.12	
12305	Radiologic Technologist	28.50	
12311	Registered Nurse I	25.03	
12312	Registered Nurse II	30.61	
12313	Registered Nurse II, Specialist	30.61	
12314	Registered Nurse III	37.03	
12315	Registered Nurse III, Anesthetist	37.03	
12316	Registered Nurse IV	44.40	
12317	Scheduler (Drug and Alcohol Testing)	28.59	
12320	Substance Abuse Treatment Counselor	28.78	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.16	
13012	Exhibits Specialist II	27.45	
13013	Exhibits Specialist III	33.58	
13041	Illustrator I	22.16	
13042	Illustrator II	27.45	
13043	Illustrator III	33.58	
13047	Librarian	30.40	
13050	Library Aide/Clerk	13.21	***
13054	Library Information Technology Systems Administrator	27.45	
13058	Library Technician	19.83	
13061	Media Specialist I	19.82	
13062	Media Specialist II	22.16	
13063	Media Specialist III	24.70	
13071	Photographer I	18.87	
13072	Photographer II	21.11	
13073	Photographer III	26.14	
13074	Photographer IV	31.98	
13075	Photographer V	38.69	
13090	Technical Order Library Clerk	16.58	
13110	Video Teleconference Technician	24.18	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.49	
14042	Computer Operator II	19.56	
14043	Computer Operator III	21.80	
14044	Computer Operator IV	24.23	

14045	Computer Operator V		26.84
14071	Computer Programmer I	(see 1)	21.17
14072	Computer Programmer II	(see 1)	26.22
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.49
14160	Personal Computer Support Technician		24.23
14170	System Support Specialist		28.32

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.26	
15020	Aircrew Training Devices Instructor (Rated)		35.40	
15030	Air Crew Training Devices Instructor (Pilot)		42.43	
15050	Computer Based Training Specialist / Instructor		29.26	
15060	Educational Technologist		36.46	
15070	Flight Instructor (Pilot)		42.43	
15080	Graphic Artist		24.03	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.43	
15086	Maintenance Test Pilot, Rotary Wing		42.43	
15088	Non-Maintenance Test/Co-Pilot		42.43	
15090	Technical Instructor		24.12	
15095	Technical Instructor/Course Developer		29.50	
15110	Test Proctor		19.47	
15120	Tutor		19.47	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.79	
19040	Tool And Die Maker		29.95	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		22.94	
21040	Material Expediter		22.94	
21050	Material Handling Laborer		15.35	***
21071	Order Filler		17.24	
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		19.39	
21150	Stock Clerk		24.66	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		32.14	
23019	Aircraft Logs and Records Technician		27.41	

23021	Aircraft Mechanic I	31.11	
23022	Aircraft Mechanic II	32.14	
23023	Aircraft Mechanic III	33.37	
23040	Aircraft Mechanic Helper	24.47	
23050	Aircraft, Painter	29.56	
23060	Aircraft Servicer	27.41	
23070	Aircraft Survival Flight Equipment Technician	29.56	
23080	Aircraft Worker	28.58	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.58	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.11	
23110	Appliance Mechanic	25.53	
23120	Bicycle Repairer	25.96	
23125	Cable Splicer	33.73	
23130	Carpenter, Maintenance	25.76	
23140	Carpet Layer	28.44	
23160	Electrician, Maintenance	34.34	
23181	Electronics Technician Maintenance I	33.73	
23182	Electronics Technician Maintenance II	34.88	
23183	Electronics Technician Maintenance III	36.71	
23260	Fabric Worker	27.28	
23290	Fire Alarm System Mechanic	28.57	
23310	Fire Extinguisher Repairer	25.96	
23311	Fuel Distribution System Mechanic	38.74	
23312	Fuel Distribution System Operator	32.49	
23370	General Maintenance Worker	19.46	
23380	Ground Support Equipment Mechanic	31.11	
23381	Ground Support Equipment Servicer	27.41	
23382	Ground Support Equipment Worker	28.58	
23391	Gunsmith I	25.96	
23392	Gunsmith II	28.44	
23393	Gunsmith III	30.96	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.27	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.20	
23430	Heavy Equipment Mechanic	31.37	
23440	Heavy Equipment Operator	29.44	
23460	Instrument Mechanic	30.96	
23465	Laboratory/Shelter Mechanic	29.42	
23470	Laborer	15.35	***
23510	Locksmith	29.42	
23530	Machinery Maintenance Mechanic	26.32	
23550	Machinist, Maintenance	25.11	
23580	Maintenance Trades Helper	19.65	
23591	Metrology Technician I	30.96	
23592	Metrology Technician II	31.98	
23593	Metrology Technician III	33.21	
23640	Millwright	37.67	
23710	Office Appliance Repairer	20.88	
23760	Painter, Maintenance	25.27	
23790	Pipefitter, Maintenance	36.82	
23810	Plumber, Maintenance	34.99	
23820	Pneudraulic Systems Mechanic	30.96	
23850	Rigger	30.96	
23870	Scale Mechanic	28.44	
23890	Sheet-Metal Worker, Maintenance	30.96	
23910	Small Engine Mechanic	21.16	
23931	Telecommunications Mechanic I	31.50	
23932	Telecommunications Mechanic II	32.55	
23950	Telephone Lineman	25.60	
23960	Welder, Combination, Maintenance	22.54	
23965	Well Driller	30.96	
23970	Woodcraft Worker	30.96	
23980	Woodworker	25.96	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.91	***
24570	Child Care Attendant	11.51	***
24580	Child Care Center Clerk	14.36	***
24610	Chore Aide	12.64	***

24620	Family Readiness And Support Services Coordinator	15.91	***
24630	Homemaker	15.91	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.70	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	30.70	
25190	Ventilation Equipment Tender	24.15	
25210	Water Treatment Plant Operator	28.50	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.63	
27007	Baggage Inspector	16.56	
27008	Corrections Officer	24.73	
27010	Court Security Officer	22.40	
27030	Detection Dog Handler	19.15	
27040	Detention Officer	24.73	
27070	Firefighter	23.50	
27101	Guard I	16.56	
27102	Guard II	19.15	
27131	Police Officer I	28.24	
27132	Police Officer II	31.39	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.48	***
28042	Carnival Equipment Repairer	15.44	***
28043	Carnival Worker	11.59	***
28210	Gate Attendant/Gate Tender	16.94	
28310	Lifeguard	11.79	***
28350	Park Attendant (Aide)	18.95	
28510	Recreation Aide/Health Facility Attendant	14.11	***
28515	Recreation Specialist	22.56	
28630	Sports Official	15.09	***
28690	Swimming Pool Operator	19.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.44	
29020	Hatch Tender	28.44	
29030	Line Handler	28.44	
29041	Stevedore I	27.28	
29042	Stevedore II	29.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.14	
30022	Archeological Technician II	20.29	
30023	Archeological Technician III	25.14	
30030	Cartographic Technician	25.14	
30040	Civil Engineering Technician	32.76	
30051	Cryogenic Technician I	27.84	
30052	Cryogenic Technician II	30.76	
30061	Drafter/CAD Operator I	18.14	
30062	Drafter/CAD Operator II	20.29	
30063	Drafter/CAD Operator III	22.62	
30064	Drafter/CAD Operator IV	27.84	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	

30086	Engineering Technician VI	37.66
30090	Environmental Technician	29.38
30095	Evidence Control Specialist	25.14
30210	Laboratory Technician	22.42
30221	Latent Fingerprint Technician I	33.29
30222	Latent Fingerprint Technician II	36.77
30240	Mathematical Technician	27.51
30361	Paralegal/Legal Assistant I	19.94
30362	Paralegal/Legal Assistant II	24.69
30363	Paralegal/Legal Assistant III	30.21
30364	Paralegal/Legal Assistant IV	36.55
30375	Petroleum Supply Specialist	30.76
30390	Photo-Optics Technician	25.14
30395	Radiation Control Technician	30.76
30461	Technical Writer I	25.43
30462	Technical Writer II	31.11
30463	Technical Writer III	37.63
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.84
30502	Weather Forecaster II	33.86
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.62
30621	Weather Observer, Senior	(see 2) 25.14

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.11	***
31030	Bus Driver	20.81	
31043	Driver Courier	17.42	
31260	Parking and Lot Attendant	13.40	***
31290	Shuttle Bus Driver	16.89	
31310	Taxi Driver	15.35	***
31361	Truckdriver, Light	18.58	
31362	Truckdriver, Medium	19.53	
31363	Truckdriver, Heavy	23.65	
31364	Truckdriver, Tractor-Trailer	23.65	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.54	***
99050	Desk Clerk	12.50	***
99095	Embalmer	31.98	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.51	***
99252	Laboratory Animal Caretaker II	15.47	***
99260	Marketing Analyst	28.91	
99310	Mortician	31.98	
99410	Pest Controller	24.81	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	24.55	
99711	Recycling Specialist	28.30	
99730	Refuse Collector	22.65	
99810	Sales Clerk	13.18	***
99820	School Crossing Guard	14.64	***
99830	Survey Party Chief	23.50	
99831	Surveying Aide	13.43	***
99832	Surveying Technician	20.08	
99840	Vending Machine Attendant	26.41	
99841	Vending Machine Repairer	30.85	
99842	Vending Machine Repairer Helper	26.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

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

<<< Wage Determination No. : 2015-4857

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan Counties of Eaton, Ingham

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.58	
01012	Accounting Clerk II	19.75	
01013	Accounting Clerk III	22.08	
01020	Administrative Assistant	29.66	
01035	Court Reporter	20.56	
01041	Customer Service Representative I	14.66	***
01042	Customer Service Representative II	15.99	***
01043	Customer Service Representative III	17.95	
01051	Data Entry Operator I	14.37	***
01052	Data Entry Operator II	15.68	***
01060	Dispatcher, Motor Vehicle	18.73	
01070	Document Preparation Clerk	19.92	
01090	Duplicating Machine Operator	19.92	
01111	General Clerk I	14.81	***
01112	General Clerk II	16.15	***
01113	General Clerk III	18.13	
01120	Housing Referral Assistant	22.54	
01141	Messenger Courier	16.53	
01191	Order Clerk I	16.49	
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	17.40	

01262	Personnel Assistant (Employment) II	19.46	
01263	Personnel Assistant (Employment) III	21.70	
01270	Production Control Clerk	22.94	
01290	Rental Clerk	15.43	***
01300	Scheduler, Maintenance	18.07	
01311	Secretary I	18.07	
01312	Secretary II	20.22	
01313	Secretary III	22.54	
01320	Service Order Dispatcher	16.74	
01410	Supply Technician	29.66	
01420	Survey Worker	18.64	
01460	Switchboard Operator/Receptionist	14.68	***
01531	Travel Clerk I	16.59	
01532	Travel Clerk II	18.02	
01533	Travel Clerk III	19.51	
01611	Word Processor I	18.16	
01612	Word Processor II	20.38	
01613	Word Processor III	22.80	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.20	
05010	Automotive Electrician	21.80	
05040	Automotive Glass Installer	21.08	
05070	Automotive Worker	21.08	
05110	Mobile Equipment Servicer	19.24	
05130	Motor Equipment Metal Mechanic	22.94	
05160	Motor Equipment Metal Worker	21.08	
05190	Motor Vehicle Mechanic	22.94	
05220	Motor Vehicle Mechanic Helper	18.04	
05250	Motor Vehicle Upholstery Worker	20.22	
05280	Motor Vehicle Wrecker	21.08	
05310	Painter, Automotive	21.80	
05340	Radiator Repair Specialist	21.08	
05370	Tire Repairer	17.07	
05400	Transmission Repair Specialist	22.94	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.96	
09040	Furniture Handler	18.68	
09080	Furniture Refinisher	24.96	
09090	Furniture Refinisher Helper	21.09	
09110	Furniture Repairer, Minor	23.07	
09130	Upholsterer	24.96	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.77	***
11060	Elevator Operator	13.77	***
11090	Gardener	19.13	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	15.56	***
11240	Maid or Houseman	13.22	***
11260	Pruner	14.77	***
11270	Tractor Operator	17.94	
11330	Trail Maintenance Worker	15.56	***

11360	Window Cleaner	15.37	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.50	
12011	Breath Alcohol Technician	23.08	
12012	Certified Occupational Therapist Assistant	30.77	
12015	Certified Physical Therapist Assistant	29.31	
12020	Dental Assistant	19.84	
12025	Dental Hygienist	33.00	
12030	EKG Technician	35.23	
12035	Electroneurodiagnostic Technologist	35.23	
12040	Emergency Medical Technician	19.50	
12071	Licensed Practical Nurse I	20.63	
12072	Licensed Practical Nurse II	23.08	
12073	Licensed Practical Nurse III	25.73	
12100	Medical Assistant	17.84	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	20.05	
12190	Medical Record Technician	23.54	
12195	Medical Transcriptionist	17.47	
12210	Nuclear Medicine Technologist	49.20	
12221	Nursing Assistant I	12.00	***
12222	Nursing Assistant II	13.49	***
12223	Nursing Assistant III	14.72	***
12224	Nursing Assistant IV	16.52	
12235	Optical Dispenser	18.91	
12236	Optical Technician	19.16	
12250	Pharmacy Technician	16.28	
12280	Phlebotomist	18.12	
12305	Radiologic Technologist	28.60	
12311	Registered Nurse I	25.03	
12312	Registered Nurse II	30.61	
12313	Registered Nurse II, Specialist	30.61	
12314	Registered Nurse III	37.03	
12315	Registered Nurse III, Anesthetist	37.03	
12316	Registered Nurse IV	44.40	
12317	Scheduler (Drug and Alcohol Testing)	28.59	
12320	Substance Abuse Treatment Counselor	28.78	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.16	
13012	Exhibits Specialist II	27.45	
13013	Exhibits Specialist III	33.58	
13041	Illustrator I	22.16	
13042	Illustrator II	27.45	
13043	Illustrator III	33.58	
13047	Librarian	30.40	
13050	Library Aide/Clerk	13.54	***
13054	Library Information Technology Systems Administrator	27.45	
13058	Library Technician	19.83	
13061	Media Specialist I	19.82	
13062	Media Specialist II	22.16	
13063	Media Specialist III	24.70	
13071	Photographer I	18.87	
13072	Photographer II	21.11	
13073	Photographer III	26.14	
13074	Photographer IV	31.38	
13075	Photographer V	37.68	
13090	Technical Order Library Clerk	16.58	
13110	Video Teleconference Technician	24.18	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.45	
14042	Computer Operator II	20.64	
14043	Computer Operator III	23.01	
14044	Computer Operator IV	25.58	

14045	Computer Operator V		28.32
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.45
14160	Personal Computer Support Technician		25.58
14170	System Support Specialist		28.32

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.44	
15020	Aircrew Training Devices Instructor (Rated)		35.62	
15030	Air Crew Training Devices Instructor (Pilot)		42.43	
15050	Computer Based Training Specialist / Instructor		29.44	
15060	Educational Technologist		36.46	
15070	Flight Instructor (Pilot)		42.43	
15080	Graphic Artist		24.03	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.43	
15086	Maintenance Test Pilot, Rotary Wing		42.43	
15088	Non-Maintenance Test/Co-Pilot		42.43	
15090	Technical Instructor		24.30	
15095	Technical Instructor/Course Developer		29.73	
15110	Test Proctor		19.97	
15120	Tutor		19.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.79	
19040	Tool And Die Maker		29.95	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.56	
21030	Material Coordinator		22.94	
21040	Material Expediter		22.94	
21050	Material Handling Laborer		15.35	***
21071	Order Filler		16.79	
21080	Production Line Worker (Food Processing)		20.02	
21110	Shipping Packer		18.13	
21130	Shipping/Receiving Clerk		18.13	
21140	Store Worker I		19.39	
21150	Stock Clerk		24.66	
21210	Tools And Parts Attendant		18.56	
21410	Warehouse Specialist		19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		32.14	
23019	Aircraft Logs and Records Technician		27.41	

23021	Aircraft Mechanic I	31.11	
23022	Aircraft Mechanic II	32.14	
23023	Aircraft Mechanic III	33.37	
23040	Aircraft Mechanic Helper	24.47	
23050	Aircraft, Painter	29.56	
23060	Aircraft Servicer	27.41	
23070	Aircraft Survival Flight Equipment Technician	29.56	
23080	Aircraft Worker	28.58	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.58	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.11	
23110	Appliance Mechanic	26.87	
23120	Bicycle Repairer	25.96	
23125	Cable Splicer	33.73	
23130	Carpenter, Maintenance	25.76	
23140	Carpet Layer	28.44	
23160	Electrician, Maintenance	34.34	
23181	Electronics Technician Maintenance I	33.73	
23182	Electronics Technician Maintenance II	34.88	
23183	Electronics Technician Maintenance III	36.71	
23260	Fabric Worker	27.28	
23290	Fire Alarm System Mechanic	28.57	
23310	Fire Extinguisher Repairer	25.96	
23311	Fuel Distribution System Mechanic	38.74	
23312	Fuel Distribution System Operator	32.49	
23370	General Maintenance Worker	19.46	
23380	Ground Support Equipment Mechanic	31.11	
23381	Ground Support Equipment Servicer	27.41	
23382	Ground Support Equipment Worker	28.58	
23391	Gunsmith I	25.96	
23392	Gunsmith II	28.44	
23393	Gunsmith III	30.96	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.27	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.41	
23430	Heavy Equipment Mechanic	31.37	
23440	Heavy Equipment Operator	29.44	
23460	Instrument Mechanic	30.96	
23465	Laboratory/Shelter Mechanic	29.42	
23470	Laborer	15.35	***
23510	Locksmith	29.42	
23530	Machinery Maintenance Mechanic	25.49	
23550	Machinist, Maintenance	24.87	
23580	Maintenance Trades Helper	19.65	
23591	Metrology Technician I	30.96	
23592	Metrology Technician II	31.98	
23593	Metrology Technician III	33.21	
23640	Millwright	35.43	
23710	Office Appliance Repairer	20.96	
23760	Painter, Maintenance	25.05	
23790	Pipefitter, Maintenance	36.82	
23810	Plumber, Maintenance	34.99	
23820	Pneudraulic Systems Mechanic	30.96	
23850	Rigger	30.96	
23870	Scale Mechanic	28.44	
23890	Sheet-Metal Worker, Maintenance	30.96	
23910	Small Engine Mechanic	19.84	
23931	Telecommunications Mechanic I	31.50	
23932	Telecommunications Mechanic II	32.55	
23950	Telephone Lineman	25.60	
23960	Welder, Combination, Maintenance	22.54	
23965	Well Driller	30.96	
23970	Woodcraft Worker	30.96	
23980	Woodworker	25.96	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.09	***
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.45	***
24610	Chore Aide	13.63	***

24620	Family Readiness And Support Services Coordinator	16.09	***
24630	Homemaker	16.09	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.70	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	30.70	
25190	Ventilation Equipment Tender	24.15	
25210	Water Treatment Plant Operator	28.50	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.63	
27007	Baggage Inspector	16.10	***
27008	Corrections Officer	25.13	
27010	Court Security Officer	22.40	
27030	Detection Dog Handler	19.15	
27040	Detention Officer	25.13	
27070	Firefighter	23.50	
27101	Guard I	16.10	***
27102	Guard II	19.15	
27131	Police Officer I	28.24	
27132	Police Officer II	31.39	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	16.29	
28310	Lifeguard	11.79	***
28350	Park Attendant (Aide)	18.22	
28510	Recreation Aide/Health Facility Attendant	13.29	***
28515	Recreation Specialist	22.56	
28630	Sports Official	14.50	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.44	
29020	Hatch Tender	28.44	
29030	Line Handler	28.44	
29041	Stevedore I	27.28	
29042	Stevedore II	29.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.14	
30022	Archeological Technician II	20.29	
30023	Archeological Technician III	25.14	
30030	Cartographic Technician	25.14	
30040	Civil Engineering Technician	32.76	
30051	Cryogenic Technician I	27.84	
30052	Cryogenic Technician II	30.76	
30061	Drafter/CAD Operator I	18.14	
30062	Drafter/CAD Operator II	20.29	
30063	Drafter/CAD Operator III	22.62	
30064	Drafter/CAD Operator IV	27.84	
30081	Engineering Technician I	15.65	***
30082	Engineering Technician II	17.56	
30083	Engineering Technician III	19.65	
30084	Engineering Technician IV	24.34	
30085	Engineering Technician V	29.78	

30086	Engineering Technician VI	36.02
30090	Environmental Technician	29.38
30095	Evidence Control Specialist	25.14
30210	Laboratory Technician	22.34
30221	Latent Fingerprint Technician I	33.29
30222	Latent Fingerprint Technician II	36.77
30240	Mathematical Technician	27.51
30361	Paralegal/Legal Assistant I	19.94
30362	Paralegal/Legal Assistant II	24.69
30363	Paralegal/Legal Assistant III	30.21
30364	Paralegal/Legal Assistant IV	36.55
30375	Petroleum Supply Specialist	30.76
30390	Photo-Optics Technician	25.14
30395	Radiation Control Technician	30.76
30461	Technical Writer I	25.43
30462	Technical Writer II	31.11
30463	Technical Writer III	37.63
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.84
30502	Weather Forecaster II	33.86
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.62
30621	Weather Observer, Senior	(see 2) 25.14

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.11	***
31030	Bus Driver	20.81	
31043	Driver Courier	17.78	
31260	Parking and Lot Attendant	13.75	***
31290	Shuttle Bus Driver	17.23	
31310	Taxi Driver	16.71	
31361	Truckdriver, Light	18.96	
31362	Truckdriver, Medium	19.92	
31363	Truckdriver, Heavy	23.65	
31364	Truckdriver, Tractor-Trailer	23.65	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.54	***
99050	Desk Clerk	12.50	***
99095	Embalmer	26.76	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.51	***
99252	Laboratory Animal Caretaker II	15.47	***
99260	Marketing Analyst	28.91	
99310	Mortician	26.76	
99410	Pest Controller	21.08	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	24.55	
99711	Recycling Specialist	28.30	
99730	Refuse Collector	22.65	
99810	Sales Clerk	13.18	***
99820	School Crossing Guard	15.59	***
99830	Survey Party Chief	24.09	
99831	Surveying Aide	12.65	***
99832	Surveying Technician	20.08	
99840	Vending Machine Attendant	26.41	
99841	Vending Machine Repairer	30.85	
99842	Vending Machine Repairer Helper	26.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

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

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

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

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4859

States/Territories. : Michigan

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

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

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

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

State: Michigan

Area: Michigan County of Monroe

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.43	
01012	Accounting Clerk II	18.44	
01013	Accounting Clerk III	20.63	
01020	Administrative Assistant	29.41	
01035	Court Reporter	20.05	
01041	Customer Service Representative I	14.14	***
01042	Customer Service Representative II	15.42	***
01043	Customer Service Representative III	17.31	
01051	Data Entry Operator I	14.63	***
01052	Data Entry Operator II	15.97	***
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	15.97	***
01090	Duplicating Machine Operator	15.97	***
01111	General Clerk I	14.75	***
01112	General Clerk II	16.10	***
01113	General Clerk III	18.08	
01120	Housing Referral Assistant	22.35	
01141	Messenger Courier	13.02	***
01191	Order Clerk I	15.80	***
01192	Order Clerk II	17.55	
01261	Personnel Assistant (Employment) I	18.31	

01262	Personnel Assistant (Employment) II	20.48	
01263	Personnel Assistant (Employment) III	22.84	
01270	Production Control Clerk	22.82	
01290	Rental Clerk	15.38	***
01300	Scheduler, Maintenance	17.92	
01311	Secretary I	17.92	
01312	Secretary II	20.05	
01313	Secretary III	22.35	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	29.41	
01420	Survey Worker	20.05	
01460	Switchboard Operator/Receptionist	15.06	***
01531	Travel Clerk I	14.67	***
01532	Travel Clerk II	15.92	***
01533	Travel Clerk III	17.18	
01611	Word Processor I	15.97	***
01612	Word Processor II	17.92	
01613	Word Processor III	20.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.56	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.55	
07041	Cook I	14.38	***
07042	Cook II	15.49	***
07070	Dishwasher	11.64	***
07130	Food Service Worker	12.07	***
07210	Meat Cutter	16.26	
07260	Waiter/Waitress	13.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.81	
09040	Furniture Handler	18.13	
09080	Furniture Refinisher	24.81	
09090	Furniture Refinisher Helper	20.91	
09110	Furniture Repairer, Minor	23.13	
09130	Upholsterer	24.81	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.97	***
11060	Elevator Operator	14.97	***
11090	Gardener	17.66	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.78	***
11240	Maid or Houseman	13.35	***
11260	Pruner	13.63	***
11270	Tractor Operator	16.57	
11330	Trail Maintenance Worker	14.78	***

11360	Window Cleaner	15.35	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.48	
12011	Breath Alcohol Technician	21.48	
12012	Certified Occupational Therapist Assistant	29.47	
12015	Certified Physical Therapist Assistant	29.47	
12020	Dental Assistant	20.61	
12025	Dental Hygienist	36.06	
12030	EKG Technician	32.56	
12035	Electroneurodiagnostic Technologist	32.56	
12040	Emergency Medical Technician	21.48	
12071	Licensed Practical Nurse I	19.20	
12072	Licensed Practical Nurse II	21.48	
12073	Licensed Practical Nurse III	23.95	
12100	Medical Assistant	16.38	
12130	Medical Laboratory Technician	22.78	
12160	Medical Record Clerk	18.52	
12190	Medical Record Technician	25.50	
12195	Medical Transcriptionist	19.20	
12210	Nuclear Medicine Technologist	47.21	
12221	Nursing Assistant I	13.73	***
12222	Nursing Assistant II	15.43	***
12223	Nursing Assistant III	16.84	
12224	Nursing Assistant IV	18.90	
12235	Optical Dispenser	21.48	
12236	Optical Technician	19.20	
12250	Pharmacy Technician	17.78	
12280	Phlebotomist	19.20	
12305	Radiologic Technologist	32.18	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	33.23	
12313	Registered Nurse II, Specialist	33.23	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	26.62	
12320	Substance Abuse Treatment Counselor	26.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	25.01	
13042	Illustrator II	30.40	
13043	Illustrator III	35.82	
13047	Librarian	30.28	
13050	Library Aide/Clerk	15.82	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	20.42	
13061	Media Specialist I	18.98	
13062	Media Specialist II	21.24	
13063	Media Specialist III	23.68	
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	20.21	
13110	Video Teleconference Technician	19.13	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.88	
14042	Computer Operator II	21.12	
14043	Computer Operator III	23.54	
14044	Computer Operator IV	26.15	

14045	Computer Operator V		28.96
14071	Computer Programmer I	(see 1)	22.60
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.88
14160	Personal Computer Support Technician		26.15
14170	System Support Specialist		28.96

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.78	
15020	Aircrew Training Devices Instructor (Rated)	40.87	
15030	Air Crew Training Devices Instructor (Pilot)	50.79	
15050	Computer Based Training Specialist / Instructor	33.78	
15060	Educational Technologist	30.50	
15070	Flight Instructor (Pilot)	50.79	
15080	Graphic Artist	32.69	
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	26.84	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.56	***
16030	Counter Attendant	11.56	***
16040	Dry Cleaner	15.51	***
16070	Finisher, Flatwork, Machine	11.56	***
16090	Presser, Hand	11.56	***
16110	Presser, Machine, Drycleaning	11.56	***
16130	Presser, Machine, Shirts	11.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.56	***
16190	Sewing Machine Operator	16.88	
16220	Tailor	18.20	
16250	Washer, Machine	12.86	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.89	
19040	Tool And Die Maker	31.92	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.65	
21030	Material Coordinator	24.54	
21040	Material Expediter	24.54	
21050	Material Handling Laborer	18.05	
21071	Order Filler	15.92	***
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	17.49	
21130	Shipping/Receiving Clerk	17.49	
21140	Store Worker I	20.12	
21150	Stock Clerk	25.57	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	32.23	
23019	Aircraft Logs and Records Technician	26.88	

23021	Aircraft Mechanic I	30.70
23022	Aircraft Mechanic II	32.23
23023	Aircraft Mechanic III	33.92
23040	Aircraft Mechanic Helper	24.31
23050	Aircraft, Painter	28.83
23060	Aircraft Servicer	26.88
23070	Aircraft Survival Flight Equipment Technician	28.83
23080	Aircraft Worker	27.92
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.92
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.70
23110	Appliance Mechanic	28.83
23120	Bicycle Repairer	25.91
23125	Cable Splicer	33.63
23130	Carpenter, Maintenance	25.15
23140	Carpet Layer	27.92
23160	Electrician, Maintenance	35.94
23181	Electronics Technician Maintenance I	28.82
23182	Electronics Technician Maintenance II	29.78
23183	Electronics Technician Maintenance III	31.99
23260	Fabric Worker	26.88
23290	Fire Alarm System Mechanic	30.03
23310	Fire Extinguisher Repairer	25.91
23311	Fuel Distribution System Mechanic	30.03
23312	Fuel Distribution System Operator	25.91
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	30.70
23381	Ground Support Equipment Servicer	26.88
23382	Ground Support Equipment Worker	27.92
23391	Gunsmith I	25.91
23392	Gunsmith II	27.92
23393	Gunsmith III	30.03
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.65
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.58
23430	Heavy Equipment Mechanic	29.63
23440	Heavy Equipment Operator	27.77
23460	Instrument Mechanic	31.93
23465	Laboratory/Shelter Mechanic	28.83
23470	Laborer	16.69
23510	Locksmith	28.83
23530	Machinery Maintenance Mechanic	32.54
23550	Machinist, Maintenance	35.39
23580	Maintenance Trades Helper	24.31
23591	Metrology Technician I	31.93
23592	Metrology Technician II	32.96
23593	Metrology Technician III	33.97
23640	Millwright	36.30
23710	Office Appliance Repairer	28.83
23760	Painter, Maintenance	29.26
23790	Pipefitter, Maintenance	33.60
23810	Plumber, Maintenance	32.26
23820	Pneudraulic Systems Mechanic	30.03
23850	Rigger	30.03
23870	Scale Mechanic	27.92
23890	Sheet-Metal Worker, Maintenance	31.99
23910	Small Engine Mechanic	24.02
23931	Telecommunications Mechanic I	30.03
23932	Telecommunications Mechanic II	31.04
23950	Telephone Lineman	30.03
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	30.03
23970	Woodcraft Worker	30.03
23980	Woodworker	25.91

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.92	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	14.28	***

24620	Family Readiness And Support Services Coordinator	17.92
24630	Homemaker	19.20

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.00	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	28.00	
25190	Ventilation Equipment Tender	22.10	
25210	Water Treatment Plant Operator	25.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.29	
27007	Baggage Inspector	16.17	***
27008	Corrections Officer	26.79	
27010	Court Security Officer	26.79	
27030	Detection Dog Handler	19.75	
27040	Detention Officer	26.79	
27070	Firefighter	23.61	
27101	Guard I	16.17	***
27102	Guard II	19.75	
27131	Police Officer I	27.65	
27132	Police Officer II	30.72	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.14	***
28042	Carnival Equipment Repairer	14.66	***
28043	Carnival Worker	12.22	***
28210	Gate Attendant/Gate Tender	16.31	
28310	Lifeguard	14.52	***
28350	Park Attendant (Aide)	18.24	
28510	Recreation Aide/Health Facility Attendant	13.31	***
28515	Recreation Specialist	22.61	
28630	Sports Official	14.52	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.38	
29020	Hatch Tender	25.38	
29030	Line Handler	25.38	
29041	Stevedore I	24.44	
29042	Stevedore II	26.21	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	27.83	
30051	Cryogenic Technician I	24.07	
30052	Cryogenic Technician II	26.60	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	25.16	
30084	Engineering Technician IV	31.16	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	25.01
30095	Evidence Control Specialist	21.74
30210	Laboratory Technician	21.70
30221	Latent Fingerprint Technician I	24.07
30222	Latent Fingerprint Technician II	26.60
30240	Mathematical Technician	27.83
30361	Paralegal/Legal Assistant I	20.88
30362	Paralegal/Legal Assistant II	25.86
30363	Paralegal/Legal Assistant III	31.63
30364	Paralegal/Legal Assistant IV	38.28
30375	Petroleum Supply Specialist	26.60
30390	Photo-Optics Technician	27.83
30395	Radiation Control Technician	26.60
30461	Technical Writer I	25.25
30462	Technical Writer II	30.90
30463	Technical Writer III	36.08
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.49
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.05
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	15.59	***
31030	Bus Driver	19.90	
31043	Driver Courier	17.03	
31260	Parking and Lot Attendant	14.39	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.76	
31361	Truckdriver, Light	18.08	
31362	Truckdriver, Medium	19.61	
31363	Truckdriver, Heavy	23.05	
31364	Truckdriver, Tractor-Trailer	23.05	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.24	***
99050	Desk Clerk	11.51	***
99095	Embalmer	33.88	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	26.55	
99252	Laboratory Animal Caretaker II	29.19	
99260	Marketing Analyst	33.52	
99310	Mortician	33.88	
99410	Pest Controller	30.29	
99510	Photofinishing Worker	15.49	***
99710	Recycling Laborer	23.73	
99711	Recycling Specialist	27.39	
99730	Refuse Collector	21.92	
99810	Sales Clerk	13.39	***
99820	School Crossing Guard	23.82	
99830	Survey Party Chief	24.92	
99831	Surveying Aide	12.97	***
99832	Surveying Technician	19.86	
99840	Vending Machine Attendant	27.39	
99841	Vending Machine Repairer	31.45	
99842	Vending Machine Repairer Helper	27.39	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4861

States/Territories. : Michigan

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Muskegon

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.49	***
01012	Accounting Clerk II	17.39	
01013	Accounting Clerk III	19.45	
01020	Administrative Assistant	27.36	
01035	Court Reporter	19.60	
01041	Customer Service Representative I	13.98	***
01042	Customer Service Representative II	15.25	***
01043	Customer Service Representative III	17.12	
01051	Data Entry Operator I	14.30	***
01052	Data Entry Operator II	15.61	***
01060	Dispatcher, Motor Vehicle	19.24	
01070	Document Preparation Clerk	15.61	***
01090	Duplicating Machine Operator	15.61	***
01111	General Clerk I	14.17	***
01112	General Clerk II	15.46	***
01113	General Clerk III	17.35	
01120	Housing Referral Assistant	21.85	
01141	Messenger Courier	13.09	***
01191	Order Clerk I	14.67	***
01192	Order Clerk II	16.02	***
01261	Personnel Assistant (Employment) I	17.52	

01262	Personnel Assistant (Employment) II	19.60	
01263	Personnel Assistant (Employment) III	21.85	
01270	Production Control Clerk	23.58	
01290	Rental Clerk	14.60	***
01300	Scheduler, Maintenance	17.52	
01311	Secretary I	17.52	
01312	Secretary II	19.60	
01313	Secretary III	21.85	
01320	Service Order Dispatcher	17.20	
01410	Supply Technician	27.36	
01420	Survey Worker	17.89	
01460	Switchboard Operator/Receptionist	14.47	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	15.61	***
01612	Word Processor II	17.52	
01613	Word Processor III	19.60	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.64	
05010	Automotive Electrician	21.10	
05040	Automotive Glass Installer	20.44	
05070	Automotive Worker	20.44	
05110	Mobile Equipment Servicer	19.14	
05130	Motor Equipment Metal Mechanic	22.13	
05160	Motor Equipment Metal Worker	20.44	
05190	Motor Vehicle Mechanic	22.13	
05220	Motor Vehicle Mechanic Helper	18.49	
05250	Motor Vehicle Upholstery Worker	19.79	
05280	Motor Vehicle Wrecker	20.44	
05310	Painter, Automotive	23.21	
05340	Radiator Repair Specialist	20.44	
05370	Tire Repairer	17.81	
05400	Transmission Repair Specialist	22.13	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.43	***
07041	Cook I	14.20	***
07042	Cook II	15.91	***
07070	Dishwasher	11.31	***
07130	Food Service Worker	12.70	***
07210	Meat Cutter	17.80	
07260	Waiter/Waitress	12.64	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.18	
09040	Furniture Handler	15.75	***
09080	Furniture Refinisher	22.18	
09090	Furniture Refinisher Helper	17.86	
09110	Furniture Repairer, Minor	19.81	
09130	Upholsterer	22.18	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.22	***
11060	Elevator Operator	14.00	***
11090	Gardener	17.10	
11122	Housekeeping Aide	14.00	***
11150	Janitor	14.00	***
11210	Laborer, Grounds Maintenance	14.53	***
11240	Maid or Houseman	13.48	***
11260	Pruner	13.58	***
11270	Tractor Operator	16.29	
11330	Trail Maintenance Worker	14.53	***

11360	Window Cleaner	14.89	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.12	
12011	Breath Alcohol Technician	20.35	
12012	Certified Occupational Therapist Assistant	27.92	
12015	Certified Physical Therapist Assistant	27.92	
12020	Dental Assistant	23.90	
12025	Dental Hygienist	35.73	
12030	EKG Technician	30.84	
12035	Electroneurodiagnostic Technologist	30.84	
12040	Emergency Medical Technician	20.12	
12071	Licensed Practical Nurse I	18.20	
12072	Licensed Practical Nurse II	20.35	
12073	Licensed Practical Nurse III	22.68	
12100	Medical Assistant	18.20	
12130	Medical Laboratory Technician	19.42	
12160	Medical Record Clerk	16.42	
12190	Medical Record Technician	19.83	
12195	Medical Transcriptionist	18.20	
12210	Nuclear Medicine Technologist	44.72	
12221	Nursing Assistant I	12.55	***
12222	Nursing Assistant II	14.10	***
12223	Nursing Assistant III	15.39	***
12224	Nursing Assistant IV	17.28	
12235	Optical Dispenser	18.29	
12236	Optical Technician	18.20	
12250	Pharmacy Technician	20.79	
12280	Phlebotomist	17.97	
12305	Radiologic Technologist	28.81	
12311	Registered Nurse I	24.92	
12312	Registered Nurse II	30.49	
12313	Registered Nurse II, Specialist	30.49	
12314	Registered Nurse III	36.88	
12315	Registered Nurse III, Anesthetist	36.88	
12316	Registered Nurse IV	44.22	
12317	Scheduler (Drug and Alcohol Testing)	25.21	
12320	Substance Abuse Treatment Counselor	27.22	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.50	
13012	Exhibits Specialist II	24.16	
13013	Exhibits Specialist III	29.56	
13041	Illustrator I	19.50	
13042	Illustrator II	24.16	
13043	Illustrator III	29.56	
13047	Librarian	26.75	
13050	Library Aide/Clerk	14.51	***
13054	Library Information Technology Systems Administrator	24.16	
13058	Library Technician	20.35	
13061	Media Specialist I	17.43	
13062	Media Specialist II	19.50	
13063	Media Specialist III	21.75	
13071	Photographer I	16.39	
13072	Photographer II	18.46	
13073	Photographer III	22.71	
13074	Photographer IV	27.78	
13075	Photographer V	33.62	
13090	Technical Order Library Clerk	18.23	
13110	Video Teleconference Technician	17.56	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.22	
14042	Computer Operator II	18.14	
14043	Computer Operator III	20.23	
14044	Computer Operator IV	22.49	

14045	Computer Operator V		24.89
14071	Computer Programmer I	(see 1)	20.78
14072	Computer Programmer II	(see 1)	25.74
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.22
14160	Personal Computer Support Technician		22.49
14170	System Support Specialist		24.89

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.21	
15020	Aircrew Training Devices Instructor (Rated)	40.15	
15030	Air Crew Training Devices Instructor (Pilot)	45.01	
15050	Computer Based Training Specialist / Instructor	33.21	
15060	Educational Technologist	41.95	
15070	Flight Instructor (Pilot)	45.01	
15080	Graphic Artist	23.15	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.74	
15086	Maintenance Test Pilot, Rotary Wing	44.74	
15088	Non-Maintenance Test/Co-Pilot	44.74	
15090	Technical Instructor	23.14	
15095	Technical Instructor/Course Developer	28.31	
15110	Test Proctor	18.68	
15120	Tutor	18.68	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.25	
19040	Tool And Die Maker	27.88	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.57	
21030	Material Coordinator	23.58	
21040	Material Expediter	23.58	
21050	Material Handling Laborer	15.75	***
21071	Order Filler	15.12	***
21080	Production Line Worker (Food Processing)	17.57	
21110	Shipping Packer	18.64	
21130	Shipping/Receiving Clerk	18.64	
21140	Store Worker I	16.47	
21150	Stock Clerk	20.25	
21210	Tools And Parts Attendant	17.57	
21410	Warehouse Specialist	17.57	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.86	
23019	Aircraft Logs and Records Technician	23.38	

23021	Aircraft Mechanic I	27.51	
23022	Aircraft Mechanic II	28.86	
23023	Aircraft Mechanic III	30.13	
23040	Aircraft Mechanic Helper	20.92	
23050	Aircraft, Painter	27.46	
23060	Aircraft Servicer	23.38	
23070	Aircraft Survival Flight Equipment Technician	27.46	
23080	Aircraft Worker	24.79	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.79	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.51	
23110	Appliance Mechanic	26.17	
23120	Bicycle Repairer	22.13	
23125	Cable Splicer	37.15	
23130	Carpenter, Maintenance	22.24	
23140	Carpet Layer	24.79	
23160	Electrician, Maintenance	28.56	
23181	Electronics Technician Maintenance I	24.79	
23182	Electronics Technician Maintenance II	26.17	
23183	Electronics Technician Maintenance III	27.51	
23260	Fabric Worker	23.38	
23290	Fire Alarm System Mechanic	27.51	
23310	Fire Extinguisher Repairer	22.13	
23311	Fuel Distribution System Mechanic	27.51	
23312	Fuel Distribution System Operator	22.13	
23370	General Maintenance Worker	19.05	
23380	Ground Support Equipment Mechanic	27.51	
23381	Ground Support Equipment Servicer	23.38	
23382	Ground Support Equipment Worker	24.79	
23391	Gunsmith I	22.13	
23392	Gunsmith II	24.79	
23393	Gunsmith III	27.51	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.91	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.08	
23430	Heavy Equipment Mechanic	23.32	
23440	Heavy Equipment Operator	27.71	
23460	Instrument Mechanic	27.51	
23465	Laboratory/Shelter Mechanic	26.17	
23470	Laborer	15.75	***
23510	Locksmith	26.17	
23530	Machinery Maintenance Mechanic	24.43	
23550	Machinist, Maintenance	20.88	
23580	Maintenance Trades Helper	20.92	
23591	Metrology Technician I	27.51	
23592	Metrology Technician II	28.86	
23593	Metrology Technician III	30.13	
23640	Millwright	29.07	
23710	Office Appliance Repairer	26.17	
23760	Painter, Maintenance	21.35	
23790	Pipefitter, Maintenance	28.63	
23810	Plumber, Maintenance	26.99	
23820	Pneudraulic Systems Mechanic	27.51	
23850	Rigger	27.51	
23870	Scale Mechanic	24.79	
23890	Sheet-Metal Worker, Maintenance	33.26	
23910	Small Engine Mechanic	24.79	
23931	Telecommunications Mechanic I	27.69	
23932	Telecommunications Mechanic II	29.07	
23950	Telephone Lineman	27.51	
23960	Welder, Combination, Maintenance	22.68	
23965	Well Driller	27.51	
23970	Woodcraft Worker	27.51	
23980	Woodworker	22.13	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.97	***
24570	Child Care Attendant	11.35	***
24580	Child Care Center Clerk	14.12	***
24610	Chore Aide	13.29	***

24620	Family Readiness And Support Services Coordinator	15.97	***
24630	Homemaker	15.97	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.01	
25040	Sewage Plant Operator	23.44	
25070	Stationary Engineer	25.01	
25190	Ventilation Equipment Tender	19.02	
25210	Water Treatment Plant Operator	23.44	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.04	
27007	Baggage Inspector	14.63	***
27008	Corrections Officer	22.84	
27010	Court Security Officer	22.91	
27030	Detection Dog Handler	17.04	
27040	Detention Officer	22.84	
27070	Firefighter	19.68	
27101	Guard I	14.63	***
27102	Guard II	17.04	
27131	Police Officer I	28.31	
27132	Police Officer II	31.46	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.59	***
28042	Carnival Equipment Repairer	14.38	***
28043	Carnival Worker	11.20	***
28210	Gate Attendant/Gate Tender	16.25	
28310	Lifeguard	14.48	***
28350	Park Attendant (Aide)	18.18	
28510	Recreation Aide/Health Facility Attendant	13.27	***
28515	Recreation Specialist	21.82	
28630	Sports Official	14.48	***
28690	Swimming Pool Operator	18.40	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.92	
29020	Hatch Tender	25.92	
29030	Line Handler	25.92	
29041	Stevedore I	24.62	
29042	Stevedore II	27.21	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	19.11	
30022	Archeological Technician II	21.38	
30023	Archeological Technician III	25.30	
30030	Cartographic Technician	26.01	
30040	Civil Engineering Technician	23.55	
30051	Cryogenic Technician I	26.70	
30052	Cryogenic Technician II	29.48	
30061	Drafter/CAD Operator I	19.11	
30062	Drafter/CAD Operator II	21.38	
30063	Drafter/CAD Operator III	23.84	
30064	Drafter/CAD Operator IV	28.82	
30081	Engineering Technician I	16.30	
30082	Engineering Technician II	18.29	
30083	Engineering Technician III	20.46	
30084	Engineering Technician IV	25.37	
30085	Engineering Technician V	31.05	

30086	Engineering Technician VI	37.54
30090	Environmental Technician	24.95
30095	Evidence Control Specialist	24.10
30210	Laboratory Technician	23.42
30221	Latent Fingerprint Technician I	26.70
30222	Latent Fingerprint Technician II	29.48
30240	Mathematical Technician	26.02
30361	Paralegal/Legal Assistant I	18.94
30362	Paralegal/Legal Assistant II	23.45
30363	Paralegal/Legal Assistant III	28.69
30364	Paralegal/Legal Assistant IV	34.72
30375	Petroleum Supply Specialist	29.48
30390	Photo-Optics Technician	26.02
30395	Radiation Control Technician	29.48
30461	Technical Writer I	24.95
30462	Technical Writer II	30.53
30463	Technical Writer III	36.94
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.82
30502	Weather Forecaster II	35.05
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.84
30621	Weather Observer, Senior	(see 2) 26.11

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.87	***
31030	Bus Driver	19.37	
31043	Driver Courier	16.39	
31260	Parking and Lot Attendant	13.31	***
31290	Shuttle Bus Driver	17.36	
31310	Taxi Driver	16.25	
31361	Truckdriver, Light	17.36	
31362	Truckdriver, Medium	17.61	
31363	Truckdriver, Heavy	21.19	
31364	Truckdriver, Tractor-Trailer	21.19	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.34	***
99050	Desk Clerk	12.76	***
99095	Embalmer	28.05	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	21.53	
99252	Laboratory Animal Caretaker II	22.78	
99260	Marketing Analyst	27.54	
99310	Mortician	28.05	
99410	Pest Controller	24.06	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	20.13	
99711	Recycling Specialist	22.84	
99730	Refuse Collector	18.81	
99810	Sales Clerk	13.08	***
99820	School Crossing Guard	17.74	
99830	Survey Party Chief	21.78	
99831	Surveying Aide	11.31	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	25.53	
99842	Vending Machine Repairer Helper	21.53	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4863

States/Territories. : Michigan

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Berrien

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.55	***
01012	Accounting Clerk II	16.33	
01013	Accounting Clerk III	18.27	
01020	Administrative Assistant	26.61	
01035	Court Reporter	19.65	
01041	Customer Service Representative I	13.75	***
01042	Customer Service Representative II	15.01	***
01043	Customer Service Representative III	16.84	
01051	Data Entry Operator I	14.65	***
01052	Data Entry Operator II	15.99	***
01060	Dispatcher, Motor Vehicle	19.61	
01070	Document Preparation Clerk	15.64	***
01090	Duplicating Machine Operator	15.64	***
01111	General Clerk I	14.23	***
01112	General Clerk II	15.53	***
01113	General Clerk III	17.43	
01120	Housing Referral Assistant	21.90	
01141	Messenger Courier	12.75	***
01191	Order Clerk I	16.41	
01192	Order Clerk II	17.91	
01261	Personnel Assistant (Employment) I	17.56	

01262	Personnel Assistant (Employment) II	19.65	
01263	Personnel Assistant (Employment) III	21.90	
01270	Production Control Clerk	23.84	
01290	Rental Clerk	14.44	***
01300	Scheduler, Maintenance	17.56	
01311	Secretary I	17.56	
01312	Secretary II	19.65	
01313	Secretary III	21.90	
01320	Service Order Dispatcher	17.13	
01410	Supply Technician	26.61	
01420	Survey Worker	19.65	
01460	Switchboard Operator/Receptionist	13.97	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	15.64	***
01612	Word Processor II	17.56	
01613	Word Processor III	19.65	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.18	
05010	Automotive Electrician	21.18	
05040	Automotive Glass Installer	20.07	
05070	Automotive Worker	20.07	
05110	Mobile Equipment Servicer	18.05	
05130	Motor Equipment Metal Mechanic	22.26	
05160	Motor Equipment Metal Worker	20.07	
05190	Motor Vehicle Mechanic	22.26	
05220	Motor Vehicle Mechanic Helper	17.04	
05250	Motor Vehicle Upholstery Worker	19.05	
05280	Motor Vehicle Wrecker	20.07	
05310	Painter, Automotive	21.18	
05340	Radiator Repair Specialist	20.07	
05370	Tire Repairer	16.92	
05400	Transmission Repair Specialist	22.26	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	15.88	***
09080	Furniture Refinisher	20.63	
09090	Furniture Refinisher Helper	17.43	
09110	Furniture Repairer, Minor	19.06	
09130	Upholsterer	20.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.95	***
11060	Elevator Operator	13.44	***
11090	Gardener	17.30	
11122	Housekeeping Aide	13.44	***
11150	Janitor	13.44	***
11210	Laborer, Grounds Maintenance	14.41	***
11240	Maid or Houseman	12.02	***
11260	Pruner	14.77	***
11270	Tractor Operator	16.35	
11330	Trail Maintenance Worker	14.41	***

11360	Window Cleaner	14.38	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.19	
12011	Breath Alcohol Technician	24.25	
12012	Certified Occupational Therapist Assistant	33.28	
12015	Certified Physical Therapist Assistant	28.52	
12020	Dental Assistant	18.21	
12025	Dental Hygienist	36.08	
12030	EKG Technician	36.76	
12035	Electroneurodiagnostic Technologist	36.76	
12040	Emergency Medical Technician	21.19	
12071	Licensed Practical Nurse I	21.68	
12072	Licensed Practical Nurse II	24.25	
12073	Licensed Practical Nurse III	27.04	
12100	Medical Assistant	16.26	
12130	Medical Laboratory Technician	25.37	
12160	Medical Record Clerk	17.26	
12190	Medical Record Technician	19.38	
12195	Medical Transcriptionist	21.68	
12210	Nuclear Medicine Technologist	53.31	
12221	Nursing Assistant I	12.23	***
12222	Nursing Assistant II	13.74	***
12223	Nursing Assistant III	15.00	***
12224	Nursing Assistant IV	16.83	
12235	Optical Dispenser	17.95	
12236	Optical Technician	21.68	
12250	Pharmacy Technician	16.88	
12280	Phlebotomist	21.68	
12305	Radiologic Technologist	28.76	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.34	
12317	Scheduler (Drug and Alcohol Testing)	30.05	
12320	Substance Abuse Treatment Counselor	28.11	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.85	
13012	Exhibits Specialist II	22.12	
13013	Exhibits Specialist III	27.06	
13041	Illustrator I	17.85	
13042	Illustrator II	22.12	
13043	Illustrator III	27.06	
13047	Librarian	24.50	
13050	Library Aide/Clerk	14.89	***
13054	Library Information Technology Systems Administrator	22.12	
13058	Library Technician	13.95	***
13061	Media Specialist I	15.96	***
13062	Media Specialist II	17.85	
13063	Media Specialist III	19.90	
13071	Photographer I	16.10	***
13072	Photographer II	18.76	
13073	Photographer III	21.79	
13074	Photographer IV	25.94	
13075	Photographer V	30.45	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	16.65	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.12	
14042	Computer Operator II	19.15	
14043	Computer Operator III	21.36	
14044	Computer Operator IV	23.73	

14045	Computer Operator V		26.27
14071	Computer Programmer I	(see 1)	21.24
14072	Computer Programmer II	(see 1)	26.32
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.12
14160	Personal Computer Support Technician		23.73
14170	System Support Specialist		26.27

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.22	
15020	Aircrew Training Devices Instructor (Rated)	36.55	
15030	Air Crew Training Devices Instructor (Pilot)	43.82	
15050	Computer Based Training Specialist / Instructor	30.22	
15060	Educational Technologist	36.79	
15070	Flight Instructor (Pilot)	43.82	
15080	Graphic Artist	22.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.82	
15086	Maintenance Test Pilot, Rotary Wing	43.82	
15088	Non-Maintenance Test/Co-Pilot	43.82	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	
15120	Tutor	19.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.04	
19040	Tool And Die Maker	27.63	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.64	
21030	Material Coordinator	23.84	
21040	Material Expediter	23.84	
21050	Material Handling Laborer	16.75	
21071	Order Filler	15.26	***
21080	Production Line Worker (Food Processing)	20.98	
21110	Shipping Packer	16.60	
21130	Shipping/Receiving Clerk	16.58	
21140	Store Worker I	16.47	
21150	Stock Clerk	20.25	
21210	Tools And Parts Attendant	20.64	
21410	Warehouse Specialist	20.98	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.32	
23019	Aircraft Logs and Records Technician	19.88	

23021	Aircraft Mechanic I	23.17
23022	Aircraft Mechanic II	24.32
23023	Aircraft Mechanic III	25.39
23040	Aircraft Mechanic Helper	18.22
23050	Aircraft, Painter	22.05
23060	Aircraft Servicer	19.88
23070	Aircraft Survival Flight Equipment Technician	22.05
23080	Aircraft Worker	20.89
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.89
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.17
23110	Appliance Mechanic	22.33
23120	Bicycle Repairer	18.65
23125	Cable Splicer	26.31
23130	Carpenter, Maintenance	22.52
23140	Carpet Layer	21.72
23160	Electrician, Maintenance	28.92
23181	Electronics Technician Maintenance I	23.56
23182	Electronics Technician Maintenance II	24.73
23183	Electronics Technician Maintenance III	25.90
23260	Fabric Worker	19.69
23290	Fire Alarm System Mechanic	23.17
23310	Fire Extinguisher Repairer	18.65
23311	Fuel Distribution System Mechanic	24.15
23312	Fuel Distribution System Operator	19.75
23370	General Maintenance Worker	19.06
23380	Ground Support Equipment Mechanic	23.17
23381	Ground Support Equipment Servicer	19.88
23382	Ground Support Equipment Worker	20.89
23391	Gunsmith I	18.65
23392	Gunsmith II	20.89
23393	Gunsmith III	23.17
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430	Heavy Equipment Mechanic	23.29
23440	Heavy Equipment Operator	24.17
23460	Instrument Mechanic	23.17
23465	Laboratory/Shelter Mechanic	22.05
23470	Laborer	16.75
23510	Locksmith	23.06
23530	Machinery Maintenance Mechanic	24.19
23550	Machinist, Maintenance	21.64
23580	Maintenance Trades Helper	17.62
23591	Metrology Technician I	23.17
23592	Metrology Technician II	24.32
23593	Metrology Technician III	25.39
23640	Millwright	29.28
23710	Office Appliance Repairer	22.05
23760	Painter, Maintenance	22.69
23790	Pipefitter, Maintenance	26.41
23810	Plumber, Maintenance	24.71
23820	Pneudraulic Systems Mechanic	23.17
23850	Rigger	23.17
23870	Scale Mechanic	20.89
23890	Sheet-Metal Worker, Maintenance	27.51
23910	Small Engine Mechanic	19.84
23931	Telecommunications Mechanic I	25.28
23932	Telecommunications Mechanic II	26.15
23950	Telephone Lineman	23.24
23960	Welder, Combination, Maintenance	21.46
23965	Well Driller	23.17
23970	Woodcraft Worker	23.17
23980	Woodworker	18.65

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.18	***
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.45	***
24610	Chore Aide	13.39	***

24620	Family Readiness And Support Services Coordinator	15.18	***
24630	Homemaker	16.05	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.39	
25040	Sewage Plant Operator	22.57	
25070	Stationary Engineer	24.39	
25190	Ventilation Equipment Tender	19.77	
25210	Water Treatment Plant Operator	22.57	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.91	
27007	Baggage Inspector	14.08	***
27008	Corrections Officer	22.86	
27010	Court Security Officer	21.31	
27030	Detection Dog Handler	16.64	
27040	Detention Officer	22.86	
27070	Firefighter	21.31	
27101	Guard I	14.08	***
27102	Guard II	16.64	
27131	Police Officer I	26.14	
27132	Police Officer II	29.05	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	16.40	
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	18.34	
28510	Recreation Aide/Health Facility Attendant	13.39	***
28515	Recreation Specialist	22.73	
28630	Sports Official	14.61	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshoremens Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.73	
29020	Hatch Tender	24.73	
29030	Line Handler	24.73	
29041	Stevedore I	23.74	
29042	Stevedore II	25.96	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.21	
30022	Archeological Technician II	20.36	
30023	Archeological Technician III	25.23	
30030	Cartographic Technician	25.23	
30040	Civil Engineering Technician	25.01	
30051	Cryogenic Technician I	25.82	
30052	Cryogenic Technician II	28.52	
30061	Drafter/CAD Operator I	18.21	
30062	Drafter/CAD Operator II	20.36	
30063	Drafter/CAD Operator III	22.72	
30064	Drafter/CAD Operator IV	27.94	
30081	Engineering Technician I	16.38	
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.65	
30084	Engineering Technician IV	23.99	
30085	Engineering Technician V	28.52	

30086	Engineering Technician VI	34.50
30090	Environmental Technician	24.23
30095	Evidence Control Specialist	23.31
30210	Laboratory Technician	22.69
30221	Latent Fingerprint Technician I	25.82
30222	Latent Fingerprint Technician II	28.52
30240	Mathematical Technician	25.23
30361	Paralegal/Legal Assistant I	20.60
30362	Paralegal/Legal Assistant II	25.52
30363	Paralegal/Legal Assistant III	31.22
30364	Paralegal/Legal Assistant IV	37.78
30375	Petroleum Supply Specialist	28.52
30390	Photo-Optics Technician	25.23
30395	Radiation Control Technician	28.52
30461	Technical Writer I	25.23
30462	Technical Writer II	30.88
30463	Technical Writer III	35.09
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.94
30502	Weather Forecaster II	33.98
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.72
30621	Weather Observer, Senior	(see 2) 25.58

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.14	***
31030	Bus Driver	19.20	
31043	Driver Courier	16.52	
31260	Parking and Lot Attendant	14.15	***
31290	Shuttle Bus Driver	17.22	
31310	Taxi Driver	16.79	
31361	Truckdriver, Light	17.48	
31362	Truckdriver, Medium	18.46	
31363	Truckdriver, Heavy	22.23	
31364	Truckdriver, Tractor-Trailer	22.23	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.68	***
99050	Desk Clerk	13.08	***
99095	Embalmer	26.68	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	21.02	
99252	Laboratory Animal Caretaker II	22.24	
99260	Marketing Analyst	40.47	
99310	Mortician	26.68	
99410	Pest Controller	24.06	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	21.42	
99711	Recycling Specialist	24.30	
99730	Refuse Collector	20.01	
99810	Sales Clerk	13.18	***
99820	School Crossing Guard	17.32	
99830	Survey Party Chief	21.71	
99831	Surveying Aide	11.40	***
99832	Surveying Technician	18.09	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	25.53	
99842	Vending Machine Repairer Helper	21.53	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4865

States/Territories. : Michigan

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Saginaw

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.25	***
01012	Accounting Clerk II	17.13	
01013	Accounting Clerk III	19.15	
01020	Administrative Assistant	30.16	
01035	Court Reporter	18.74	
01041	Customer Service Representative I	13.14	***
01042	Customer Service Representative II	14.34	***
01043	Customer Service Representative III	16.09	***
01051	Data Entry Operator I	13.67	***
01052	Data Entry Operator II	14.92	***
01060	Dispatcher, Motor Vehicle	17.67	
01070	Document Preparation Clerk	17.83	
01090	Duplicating Machine Operator	17.83	
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	20.89	
01141	Messenger Courier	12.79	***
01191	Order Clerk I	18.33	
01192	Order Clerk II	19.99	
01261	Personnel Assistant (Employment) I	16.72	

01262	Personnel Assistant (Employment) II	18.70	
01263	Personnel Assistant (Employment) III	20.86	
01270	Production Control Clerk	24.70	
01290	Rental Clerk	16.81	
01300	Scheduler, Maintenance	16.76	
01311	Secretary I	16.76	
01312	Secretary II	18.74	
01313	Secretary III	20.89	
01320	Service Order Dispatcher	15.80	***
01410	Supply Technician	30.16	
01420	Survey Worker	18.74	
01460	Switchboard Operator/Receptionist	14.02	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	15.47	***
01612	Word Processor II	17.37	
01613	Word Processor III	19.43	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.12	
05010	Automotive Electrician	22.15	
05040	Automotive Glass Installer	21.46	
05070	Automotive Worker	21.46	
05110	Mobile Equipment Servicer	20.10	
05130	Motor Equipment Metal Mechanic	22.84	
05160	Motor Equipment Metal Worker	21.46	
05190	Motor Vehicle Mechanic	22.84	
05220	Motor Vehicle Mechanic Helper	19.41	
05250	Motor Vehicle Upholstery Worker	20.78	
05280	Motor Vehicle Wrecker	21.46	
05310	Painter, Automotive	22.15	
05340	Radiator Repair Specialist	21.46	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	22.84	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.27	***
07041	Cook I	14.12	***
07042	Cook II	15.47	***
07070	Dishwasher	11.74	***
07130	Food Service Worker	12.07	***
07210	Meat Cutter	17.49	
07260	Waiter/Waitress	12.18	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.53	
09040	Furniture Handler	17.06	
09080	Furniture Refinisher	23.53	
09090	Furniture Refinisher Helper	19.68	
09110	Furniture Repairer, Minor	21.82	
09130	Upholsterer	23.53	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.44	***
11060	Elevator Operator	15.77	***
11090	Gardener	17.10	
11122	Housekeeping Aide	15.77	***
11150	Janitor	15.77	***
11210	Laborer, Grounds Maintenance	13.91	***
11240	Maid or Houseman	12.80	***
11260	Pruner	12.83	***
11270	Tractor Operator	16.04	***
11330	Trail Maintenance Worker	13.91	***

11360	Window Cleaner	17.09
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.15	
12011	Breath Alcohol Technician	21.15	
12012	Certified Occupational Therapist Assistant	29.01	
12015	Certified Physical Therapist Assistant	26.58	
12020	Dental Assistant	18.00	
12025	Dental Hygienist	30.52	
12030	EKG Technician	29.68	
12035	Electroneurodiagnostic Technologist	29.68	
12040	Emergency Medical Technician	21.15	
12071	Licensed Practical Nurse I	18.91	
12072	Licensed Practical Nurse II	21.15	
12073	Licensed Practical Nurse III	23.57	
12100	Medical Assistant	17.22	
12130	Medical Laboratory Technician	23.08	
12160	Medical Record Clerk	20.90	
12190	Medical Record Technician	23.39	
12195	Medical Transcriptionist	17.52	
12210	Nuclear Medicine Technologist	46.47	
12221	Nursing Assistant I	11.72	***
12222	Nursing Assistant II	13.17	***
12223	Nursing Assistant III	14.37	***
12224	Nursing Assistant IV	16.14	***
12235	Optical Dispenser	17.53	
12236	Optical Technician	18.91	
12250	Pharmacy Technician	16.83	
12280	Phlebotomist	17.55	
12305	Radiologic Technologist	30.56	
12311	Registered Nurse I	24.38	
12312	Registered Nurse II	29.83	
12313	Registered Nurse II, Specialist	29.83	
12314	Registered Nurse III	36.08	
12315	Registered Nurse III, Anesthetist	36.08	
12316	Registered Nurse IV	43.26	
12317	Scheduler (Drug and Alcohol Testing)	26.20	
12320	Substance Abuse Treatment Counselor	20.75	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	12.12	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	17.28	
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	16.32	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.18	
14042	Computer Operator II	19.23	
14043	Computer Operator III	21.44	
14044	Computer Operator IV	23.83	

14045	Computer Operator V		26.38
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.18
14160	Personal Computer Support Technician		23.83
14170	System Support Specialist		27.42

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.62	
15020	Aircrew Training Devices Instructor (Rated)	37.04	
15030	Air Crew Training Devices Instructor (Pilot)	44.41	
15050	Computer Based Training Specialist / Instructor	30.62	
15060	Educational Technologist	40.71	
15070	Flight Instructor (Pilot)	44.41	
15080	Graphic Artist	23.43	
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	22.18	
15095	Technical Instructor/Course Developer	27.10	
15110	Test Proctor	17.92	
15120	Tutor	17.92	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.54	
19040	Tool And Die Maker	29.66	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.74	
21030	Material Coordinator	24.70	
21040	Material Expediter	24.70	
21050	Material Handling Laborer	15.24	***
21071	Order Filler	15.88	***
21080	Production Line Worker (Food Processing)	20.74	
21110	Shipping Packer	19.25	
21130	Shipping/Receiving Clerk	19.25	
21140	Store Worker I	19.39	
21150	Stock Clerk	24.66	
21210	Tools And Parts Attendant	20.74	
21410	Warehouse Specialist	20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.33	
23019	Aircraft Logs and Records Technician	24.16	

23021	Aircraft Mechanic I	27.42	
23022	Aircraft Mechanic II	28.33	
23023	Aircraft Mechanic III	29.41	
23040	Aircraft Mechanic Helper	21.57	
23050	Aircraft, Painter	26.06	
23060	Aircraft Servicer	24.16	
23070	Aircraft Survival Flight Equipment Technician	26.06	
23080	Aircraft Worker	25.19	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.19	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.42	
23110	Appliance Mechanic	25.88	
23120	Bicycle Repairer	22.84	
23125	Cable Splicer	27.73	
23130	Carpenter, Maintenance	23.21	
23140	Carpet Layer	25.03	
23160	Electrician, Maintenance	33.76	
23181	Electronics Technician Maintenance I	25.19	
23182	Electronics Technician Maintenance II	26.06	
23183	Electronics Technician Maintenance III	27.42	
23260	Fabric Worker	24.16	
23290	Fire Alarm System Mechanic	30.50	
23310	Fire Extinguisher Repairer	22.99	
23311	Fuel Distribution System Mechanic	27.42	
23312	Fuel Distribution System Operator	22.99	
23370	General Maintenance Worker	18.58	
23380	Ground Support Equipment Mechanic	27.42	
23381	Ground Support Equipment Servicer	24.16	
23382	Ground Support Equipment Worker	25.19	
23391	Gunsmith I	22.99	
23392	Gunsmith II	25.19	
23393	Gunsmith III	27.42	
23410	Heating, Ventilation And Air-Conditioning Mechanic	26.57	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.36	
23430	Heavy Equipment Mechanic	27.06	
23440	Heavy Equipment Operator	28.52	
23460	Instrument Mechanic	27.42	
23465	Laboratory/Shelter Mechanic	26.06	
23470	Laborer	15.17	***
23510	Locksmith	26.06	
23530	Machinery Maintenance Mechanic	27.54	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	21.42	
23591	Metrology Technician I	27.42	
23592	Metrology Technician II	28.33	
23593	Metrology Technician III	29.41	
23640	Millwright	36.59	
23710	Office Appliance Repairer	26.06	
23760	Painter, Maintenance	21.10	
23790	Pipefitter, Maintenance	35.94	
23810	Plumber, Maintenance	34.15	
23820	Pneudraulic Systems Mechanic	27.42	
23850	Rigger	27.42	
23870	Scale Mechanic	25.19	
23890	Sheet-Metal Worker, Maintenance	28.93	
23910	Small Engine Mechanic	23.26	
23931	Telecommunications Mechanic I	35.34	
23932	Telecommunications Mechanic II	36.52	
23950	Telephone Lineman	25.21	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	27.42	
23970	Woodcraft Worker	27.42	
23980	Woodworker	22.99	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.70	
24570	Child Care Attendant	11.37	***
24580	Child Care Center Clerk	14.19	***
24610	Chore Aide	11.50	***

24620	Family Readiness And Support Services Coordinator	16.70
24630	Homemaker	16.70

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.21	
25040	Sewage Plant Operator	23.00	
25070	Stationary Engineer	25.21	
25190	Ventilation Equipment Tender	19.90	
25210	Water Treatment Plant Operator	23.00	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.82	
27007	Baggage Inspector	13.88	***
27008	Corrections Officer	22.95	
27010	Court Security Officer	22.95	
27030	Detection Dog Handler	17.04	
27040	Detention Officer	22.95	
27070	Firefighter	22.64	
27101	Guard I	13.88	***
27102	Guard II	17.04	
27131	Police Officer I	25.05	
27132	Police Officer II	27.84	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.21	***
28042	Carnival Equipment Repairer	15.15	***
28043	Carnival Worker	11.37	***
28210	Gate Attendant/Gate Tender	18.21	
28310	Lifeguard	16.22	
28350	Park Attendant (Aide)	20.37	
28510	Recreation Aide/Health Facility Attendant	14.87	***
28515	Recreation Specialist	25.24	
28630	Sports Official	16.22	
28690	Swimming Pool Operator	19.46	

18. Stevedoring/Longshorem Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	30.13	
29020	Hatch Tender	30.13	
29030	Line Handler	30.13	
29041	Stevedore I	28.90	
29042	Stevedore II	31.17	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.03	
30022	Archeological Technician II	20.17	
30023	Archeological Technician III	24.98	
30030	Cartographic Technician	24.98	
30040	Civil Engineering Technician	24.54	
30051	Cryogenic Technician I	26.93	
30052	Cryogenic Technician II	29.75	
30061	Drafter/CAD Operator I	18.03	
30062	Drafter/CAD Operator II	20.17	
30063	Drafter/CAD Operator III	22.48	
30064	Drafter/CAD Operator IV	27.67	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	

30086	Engineering Technician VI	37.66
30090	Environmental Technician	24.98
30095	Evidence Control Specialist	24.32
30210	Laboratory Technician	22.48
30221	Latent Fingerprint Technician I	26.93
30222	Latent Fingerprint Technician II	29.75
30240	Mathematical Technician	24.98
30361	Paralegal/Legal Assistant I	19.18
30362	Paralegal/Legal Assistant II	23.75
30363	Paralegal/Legal Assistant III	29.06
30364	Paralegal/Legal Assistant IV	35.16
30375	Petroleum Supply Specialist	29.75
30390	Photo-Optics Technician	24.98
30395	Radiation Control Technician	29.75
30461	Technical Writer I	24.98
30462	Technical Writer II	30.56
30463	Technical Writer III	36.76
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.67
30502	Weather Forecaster II	33.66
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.48
30621	Weather Observer, Senior	(see 2) 24.98

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	17.90	
31030	Bus Driver	22.57	
31043	Driver Courier	20.10	
31260	Parking and Lot Attendant	16.52	
31290	Shuttle Bus Driver	19.48	
31310	Taxi Driver	13.95	***
31361	Truckdriver, Light	21.43	
31362	Truckdriver, Medium	22.53	
31363	Truckdriver, Heavy	22.51	
31364	Truckdriver, Tractor-Trailer	22.51	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.64	***
99050	Desk Clerk	12.88	***
99095	Embalmer	31.98	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.79	***
99252	Laboratory Animal Caretaker II	14.70	***
99260	Marketing Analyst	27.02	
99310	Mortician	31.98	
99410	Pest Controller	29.59	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	22.91	
99711	Recycling Specialist	26.41	
99730	Refuse Collector	21.13	
99810	Sales Clerk	13.30	***
99820	School Crossing Guard	14.64	***
99830	Survey Party Chief	21.75	
99831	Surveying Aide	12.43	***
99832	Surveying Technician	18.58	
99840	Vending Machine Attendant	26.41	
99841	Vending Machine Repairer	30.85	
99842	Vending Machine Repairer Helper	26.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4867

States/Territories. : Michigan

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Lapeer, Macomb, Oakland, St Clair

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.91	
01012	Accounting Clerk II	19.00	
01013	Accounting Clerk III	21.24	
01020	Administrative Assistant	29.58	
01035	Court Reporter	24.67	
01041	Customer Service Representative I	14.68	***
01042	Customer Service Representative II	16.02	***
01043	Customer Service Representative III	17.99	
01051	Data Entry Operator I	16.34	
01052	Data Entry Operator II	17.83	
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	17.56	
01090	Duplicating Machine Operator	17.56	
01111	General Clerk I	14.94	***
01112	General Clerk II	16.30	
01113	General Clerk III	18.29	
01120	Housing Referral Assistant	23.01	
01141	Messenger Courier	17.17	
01191	Order Clerk I	16.96	
01192	Order Clerk II	18.50	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	27.69	
01290	Rental Clerk	15.38	***
01300	Scheduler, Maintenance	18.45	
01311	Secretary I	18.45	
01312	Secretary II	20.64	
01313	Secretary III	23.01	
01320	Service Order Dispatcher	19.63	
01410	Supply Technician	29.58	
01420	Survey Worker	20.33	
01460	Switchboard Operator/Receptionist	15.08	***
01531	Travel Clerk I	17.48	
01532	Travel Clerk II	19.00	
01533	Travel Clerk III	20.55	
01611	Word Processor I	17.84	
01612	Word Processor II	20.02	
01613	Word Processor III	22.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.98	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	18.55	
07041	Cook I	14.91	***
07042	Cook II	16.06	***
07070	Dishwasher	11.91	***
07130	Food Service Worker	13.75	***
07210	Meat Cutter	16.26	
07260	Waiter/Waitress	13.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.44	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.44	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	21.98	
09130	Upholsterer	23.44	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.97	***
11060	Elevator Operator	14.97	***
11090	Gardener	18.57	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	15.10	***
11240	Maid or Houseman	13.67	***
11260	Pruner	13.94	***
11270	Tractor Operator	17.43	
11330	Trail Maintenance Worker	15.10	***

11360	Window Cleaner	15.35	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	25.82	
12012	Certified Occupational Therapist Assistant	26.91	
12015	Certified Physical Therapist Assistant	26.39	
12020	Dental Assistant	18.36	
12025	Dental Hygienist	34.41	
12030	EKG Technician	29.64	
12035	Electroneurodiagnostic Technologist	29.64	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	23.08	
12072	Licensed Practical Nurse II	25.82	
12073	Licensed Practical Nurse III	28.78	
12100	Medical Assistant	17.95	
12130	Medical Laboratory Technician	28.20	
12160	Medical Record Clerk	18.08	
12190	Medical Record Technician	21.42	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	38.03	
12221	Nursing Assistant I	12.78	***
12222	Nursing Assistant II	14.37	***
12223	Nursing Assistant III	15.67	***
12224	Nursing Assistant IV	17.59	
12235	Optical Dispenser	19.36	
12236	Optical Technician	18.57	
12250	Pharmacy Technician	17.83	
12280	Phlebotomist	18.36	
12305	Radiologic Technologist	29.64	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	32.20	
12313	Registered Nurse II, Specialist	32.20	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	31.99	
12320	Substance Abuse Treatment Counselor	22.59	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	29.51	
13042	Illustrator II	36.56	
13043	Illustrator III	43.34	
13047	Librarian	30.28	
13050	Library Aide/Clerk	13.49	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	18.56	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.13	
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	17.32	
13110	Video Teleconference Technician	25.14	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.94	
14042	Computer Operator II	21.19	
14043	Computer Operator III	23.62	
14044	Computer Operator IV	26.25	

14045	Computer Operator V		29.07
14071	Computer Programmer I	(see 1)	22.60
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.94
14160	Personal Computer Support Technician		26.25
14170	System Support Specialist		33.41

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.38	
15020	Aircrew Training Devices Instructor (Rated)	40.38	
15030	Air Crew Training Devices Instructor (Pilot)	50.79	
15050	Computer Based Training Specialist / Instructor	33.38	
15060	Educational Technologist	37.12	
15070	Flight Instructor (Pilot)	50.79	
15080	Graphic Artist	32.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.41	
15086	Maintenance Test Pilot, Rotary Wing	48.41	
15088	Non-Maintenance Test/Co-Pilot	48.41	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.56	***
16030	Counter Attendant	11.56	***
16040	Dry Cleaner	15.51	***
16070	Finisher, Flatwork, Machine	11.56	***
16090	Presser, Hand	11.56	***
16110	Presser, Machine, Drycleaning	11.56	***
16130	Presser, Machine, Shirts	11.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.56	***
16190	Sewing Machine Operator	16.88	
16220	Tailor	18.20	
16250	Washer, Machine	12.86	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.33	
19040	Tool And Die Maker	30.19	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.65	
21030	Material Coordinator	27.69	
21040	Material Expediter	27.69	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.69	
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	18.33	
21130	Shipping/Receiving Clerk	18.33	
21140	Store Worker I	20.12	
21150	Stock Clerk	25.57	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.23	
23019	Aircraft Logs and Records Technician	33.11	

23021	Aircraft Mechanic I	36.98
23022	Aircraft Mechanic II	38.23
23023	Aircraft Mechanic III	39.53
23040	Aircraft Mechanic Helper	29.94
23050	Aircraft, Painter	35.52
23060	Aircraft Servicer	33.11
23070	Aircraft Survival Flight Equipment Technician	35.52
23080	Aircraft Worker	34.38
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.38
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110	Appliance Mechanic	28.62
23120	Bicycle Repairer	20.53
23125	Cable Splicer	43.64
23130	Carpenter, Maintenance	26.77
23140	Carpet Layer	24.10
23160	Electrician, Maintenance	36.11
23181	Electronics Technician Maintenance I	29.23
23182	Electronics Technician Maintenance II	30.19
23183	Electronics Technician Maintenance III	31.44
23260	Fabric Worker	26.05
23290	Fire Alarm System Mechanic	24.83
23310	Fire Extinguisher Repairer	25.96
23311	Fuel Distribution System Mechanic	38.81
23312	Fuel Distribution System Operator	33.49
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	33.11
23382	Ground Support Equipment Worker	34.38
23391	Gunsmith I	25.96
23392	Gunsmith II	27.97
23393	Gunsmith III	30.09
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430	Heavy Equipment Mechanic	29.74
23440	Heavy Equipment Operator	29.38
23460	Instrument Mechanic	34.38
23465	Laboratory/Shelter Mechanic	28.90
23470	Laborer	16.69
23510	Locksmith	28.13
23530	Machinery Maintenance Mechanic	29.07
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.60
23591	Metrology Technician I	34.38
23592	Metrology Technician II	35.54
23593	Metrology Technician III	36.74
23640	Millwright	36.98
23710	Office Appliance Repairer	24.76
23760	Painter, Maintenance	26.60
23790	Pipefitter, Maintenance	36.11
23810	Plumber, Maintenance	34.68
23820	Pneudraulic Systems Mechanic	30.09
23850	Rigger	29.87
23870	Scale Mechanic	27.97
23890	Sheet-Metal Worker, Maintenance	29.74
23910	Small Engine Mechanic	23.98
23931	Telecommunications Mechanic I	29.02
23932	Telecommunications Mechanic II	30.00
23950	Telephone Lineman	28.92
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	27.32
23970	Woodcraft Worker	30.09
23980	Woodworker	25.96

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.72	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	13.11	***

24620	Family Readiness And Support Services Coordinator	17.72
24630	Homemaker	19.20

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	36.98	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	36.98	
25190	Ventilation Equipment Tender	29.94	
25210	Water Treatment Plant Operator	25.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.82	
27007	Baggage Inspector	15.24	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	28.36	
27030	Detection Dog Handler	19.75	
27040	Detention Officer	28.15	
27070	Firefighter	28.58	
27101	Guard I	15.24	***
27102	Guard II	19.75	
27131	Police Officer I	28.11	
27132	Police Officer II	31.23	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.28	***
28042	Carnival Equipment Repairer	15.22	***
28043	Carnival Worker	12.22	***
28210	Gate Attendant/Gate Tender	17.46	
28310	Lifeguard	13.00	***
28350	Park Attendant (Aide)	19.53	
28510	Recreation Aide/Health Facility Attendant	14.26	***
28515	Recreation Specialist	24.20	
28630	Sports Official	15.56	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.32	
29020	Hatch Tender	27.32	
29030	Line Handler	27.32	
29041	Stevedore I	26.40	
29042	Stevedore II	28.28	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	28.52	
30051	Cryogenic Technician I	30.82	
30052	Cryogenic Technician II	34.05	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	25.16	
30084	Engineering Technician IV	31.16	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	26.39
30095	Evidence Control Specialist	27.09
30210	Laboratory Technician	26.81
30221	Latent Fingerprint Technician I	31.95
30222	Latent Fingerprint Technician II	35.29
30240	Mathematical Technician	30.61
30361	Paralegal/Legal Assistant I	22.60
30362	Paralegal/Legal Assistant II	28.00
30363	Paralegal/Legal Assistant III	34.25
30364	Paralegal/Legal Assistant IV	41.43
30375	Petroleum Supply Specialist	33.13
30390	Photo-Optics Technician	27.83
30395	Radiation Control Technician	33.13
30461	Technical Writer I	26.68
30462	Technical Writer II	32.63
30463	Technical Writer III	39.49
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.49
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.05
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	14.82	***
31030	Bus Driver	18.91	
31043	Driver Courier	17.81	
31260	Parking and Lot Attendant	12.47	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.53	
31361	Truckdriver, Light	18.98	
31362	Truckdriver, Medium	19.70	
31363	Truckdriver, Heavy	23.81	
31364	Truckdriver, Tractor-Trailer	23.81	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.50	***
99050	Desk Clerk	13.79	***
99095	Embalmer	33.88	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	14.32	***
99252	Laboratory Animal Caretaker II	15.26	***
99260	Marketing Analyst	33.25	
99310	Mortician	33.88	
99410	Pest Controller	22.38	
99510	Photofinishing Worker	15.49	***
99710	Recycling Laborer	25.14	
99711	Recycling Specialist	29.01	
99730	Refuse Collector	23.22	
99810	Sales Clerk	14.03	***
99820	School Crossing Guard	13.44	***
99830	Survey Party Chief	25.55	
99831	Surveying Aide	13.30	***
99832	Surveying Technician	20.36	
99840	Vending Machine Attendant	22.62	
99841	Vending Machine Repairer	26.06	
99842	Vending Machine Repairer Helper	22.62	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4869

States/Territories. : Michigan

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Livingston

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.91	
01012	Accounting Clerk II	19.00	
01013	Accounting Clerk III	21.24	
01020	Administrative Assistant	29.58	
01035	Court Reporter	24.67	
01041	Customer Service Representative I	14.68	***
01042	Customer Service Representative II	16.02	***
01043	Customer Service Representative III	17.99	
01051	Data Entry Operator I	16.34	
01052	Data Entry Operator II	17.83	
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	17.56	
01090	Duplicating Machine Operator	17.56	
01111	General Clerk I	14.94	***
01112	General Clerk II	16.30	
01113	General Clerk III	18.29	
01120	Housing Referral Assistant	23.01	
01141	Messenger Courier	17.17	
01191	Order Clerk I	16.96	
01192	Order Clerk II	18.50	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	27.69	
01290	Rental Clerk	15.38	***
01300	Scheduler, Maintenance	18.45	
01311	Secretary I	18.45	
01312	Secretary II	20.64	
01313	Secretary III	23.01	
01320	Service Order Dispatcher	19.63	
01410	Supply Technician	29.58	
01420	Survey Worker	20.33	
01460	Switchboard Operator/Receptionist	15.08	***
01531	Travel Clerk I	17.48	
01532	Travel Clerk II	19.00	
01533	Travel Clerk III	20.55	
01611	Word Processor I	17.84	
01612	Word Processor II	20.02	
01613	Word Processor III	22.40	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	28.98	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.07	***
07041	Cook I	14.91	***
07042	Cook II	16.06	***
07070	Dishwasher	11.91	***
07130	Food Service Worker	13.75	***
07210	Meat Cutter	16.26	
07260	Waiter/Waitress	13.60	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.44	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.44	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	21.98	
09130	Upholsterer	23.44	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	18.57	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	15.10	***
11240	Maid or Houseman	13.67	***
11260	Pruner	13.94	***
11270	Tractor Operator	17.43	
11330	Trail Maintenance Worker	15.10	***

11360	Window Cleaner	15.35	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	25.82	
12012	Certified Occupational Therapist Assistant	26.91	
12015	Certified Physical Therapist Assistant	26.39	
12020	Dental Assistant	18.36	
12025	Dental Hygienist	34.41	
12030	EKG Technician	29.64	
12035	Electroneurodiagnostic Technologist	29.64	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	23.08	
12072	Licensed Practical Nurse II	25.82	
12073	Licensed Practical Nurse III	28.78	
12100	Medical Assistant	17.95	
12130	Medical Laboratory Technician	28.20	
12160	Medical Record Clerk	18.08	
12190	Medical Record Technician	21.42	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	38.03	
12221	Nursing Assistant I	12.78	***
12222	Nursing Assistant II	14.37	***
12223	Nursing Assistant III	15.67	***
12224	Nursing Assistant IV	17.59	
12235	Optical Dispenser	19.36	
12236	Optical Technician	18.57	
12250	Pharmacy Technician	17.83	
12280	Phlebotomist	18.36	
12305	Radiologic Technologist	29.64	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	32.20	
12313	Registered Nurse II, Specialist	32.20	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	31.99	
12320	Substance Abuse Treatment Counselor	22.59	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	29.51	
13042	Illustrator II	36.56	
13043	Illustrator III	44.72	
13047	Librarian	30.28	
13050	Library Aide/Clerk	13.49	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	18.56	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	22.13	
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.27	
13074	Photographer IV	33.95	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	17.32	
13110	Video Teleconference Technician	25.14	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.94	
14042	Computer Operator II	21.19	
14043	Computer Operator III	23.62	
14044	Computer Operator IV	26.25	

14045	Computer Operator V		29.07
14071	Computer Programmer I	(see 1)	22.60
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.94
14160	Personal Computer Support Technician		26.25
14170	System Support Specialist		33.41

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.38	
15020	Aircrew Training Devices Instructor (Rated)	40.38	
15030	Air Crew Training Devices Instructor (Pilot)	50.79	
15050	Computer Based Training Specialist / Instructor	33.38	
15060	Educational Technologist	37.12	
15070	Flight Instructor (Pilot)	50.79	
15080	Graphic Artist	32.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.41	
15086	Maintenance Test Pilot, Rotary Wing	48.41	
15088	Non-Maintenance Test/Co-Pilot	48.41	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.56	***
16030	Counter Attendant	11.56	***
16040	Dry Cleaner	15.51	***
16070	Finisher, Flatwork, Machine	11.56	***
16090	Presser, Hand	11.56	***
16110	Presser, Machine, Drycleaning	11.56	***
16130	Presser, Machine, Shirts	11.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.56	***
16190	Sewing Machine Operator	16.88	
16220	Tailor	18.20	
16250	Washer, Machine	12.86	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.33	
19040	Tool And Die Maker	30.19	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.65	
21030	Material Coordinator	27.69	
21040	Material Expediter	27.69	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.69	
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	18.33	
21130	Shipping/Receiving Clerk	18.33	
21140	Store Worker I	20.12	
21150	Stock Clerk	25.57	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	38.23	
23019	Aircraft Logs and Records Technician	33.11	

23021	Aircraft Mechanic I	36.98
23022	Aircraft Mechanic II	38.23
23023	Aircraft Mechanic III	39.53
23040	Aircraft Mechanic Helper	29.94
23050	Aircraft, Painter	35.52
23060	Aircraft Servicer	33.11
23070	Aircraft Survival Flight Equipment Technician	35.52
23080	Aircraft Worker	34.38
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.38
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110	Appliance Mechanic	28.62
23120	Bicycle Repairer	20.53
23125	Cable Splicer	43.64
23130	Carpenter, Maintenance	26.77
23140	Carpet Layer	24.10
23160	Electrician, Maintenance	36.11
23181	Electronics Technician Maintenance I	29.23
23182	Electronics Technician Maintenance II	30.19
23183	Electronics Technician Maintenance III	31.44
23260	Fabric Worker	26.05
23290	Fire Alarm System Mechanic	24.42
23310	Fire Extinguisher Repairer	25.96
23311	Fuel Distribution System Mechanic	38.81
23312	Fuel Distribution System Operator	33.49
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	33.11
23382	Ground Support Equipment Worker	34.38
23391	Gunsmith I	25.96
23392	Gunsmith II	27.97
23393	Gunsmith III	30.09
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430	Heavy Equipment Mechanic	29.74
23440	Heavy Equipment Operator	29.38
23460	Instrument Mechanic	34.38
23465	Laboratory/Shelter Mechanic	28.90
23470	Laborer	16.69
23510	Locksmith	28.13
23530	Machinery Maintenance Mechanic	29.07
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.60
23591	Metrology Technician I	34.38
23592	Metrology Technician II	35.54
23593	Metrology Technician III	36.74
23640	Millwright	36.98
23710	Office Appliance Repairer	24.76
23760	Painter, Maintenance	26.60
23790	Pipefitter, Maintenance	36.11
23810	Plumber, Maintenance	34.68
23820	Pneudraulic Systems Mechanic	30.09
23850	Rigger	29.87
23870	Scale Mechanic	27.97
23890	Sheet-Metal Worker, Maintenance	29.74
23910	Small Engine Mechanic	23.98
23931	Telecommunications Mechanic I	29.02
23932	Telecommunications Mechanic II	30.00
23950	Telephone Lineman	28.92
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	27.32
23970	Woodcraft Worker	30.09
23980	Woodworker	25.96

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.72	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	13.11	***

24620	Family Readiness And Support Services Coordinator	17.72
24630	Homemaker	19.20

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	36.98	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	36.98	
25190	Ventilation Equipment Tender	29.94	
25210	Water Treatment Plant Operator	25.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.82	
27007	Baggage Inspector	15.24	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	28.36	
27030	Detection Dog Handler	19.75	
27040	Detention Officer	28.15	
27070	Firefighter	28.58	
27101	Guard I	15.24	***
27102	Guard II	19.75	
27131	Police Officer I	28.11	
27132	Police Officer II	31.23	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.28	***
28042	Carnival Equipment Repairer	15.22	***
28043	Carnival Worker	12.22	***
28210	Gate Attendant/Gate Tender	17.46	
28310	Lifeguard	13.00	***
28350	Park Attendant (Aide)	19.53	
28510	Recreation Aide/Health Facility Attendant	14.26	***
28515	Recreation Specialist	24.20	
28630	Sports Official	15.56	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.32	
29020	Hatch Tender	27.32	
29030	Line Handler	27.32	
29041	Stevedore I	26.40	
29042	Stevedore II	28.28	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	28.52	
30051	Cryogenic Technician I	30.82	
30052	Cryogenic Technician II	34.05	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	25.16	
30084	Engineering Technician IV	31.16	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	26.05
30095	Evidence Control Specialist	27.09
30210	Laboratory Technician	26.81
30221	Latent Fingerprint Technician I	31.95
30222	Latent Fingerprint Technician II	35.29
30240	Mathematical Technician	30.61
30361	Paralegal/Legal Assistant I	22.60
30362	Paralegal/Legal Assistant II	28.00
30363	Paralegal/Legal Assistant III	34.25
30364	Paralegal/Legal Assistant IV	41.43
30375	Petroleum Supply Specialist	33.13
30390	Photo-Optics Technician	27.83
30395	Radiation Control Technician	33.13
30461	Technical Writer I	26.68
30462	Technical Writer II	32.63
30463	Technical Writer III	39.49
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.49
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.05
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	14.82	***
31030	Bus Driver	19.11	
31043	Driver Courier	17.81	
31260	Parking and Lot Attendant	12.47	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.53	
31361	Truckdriver, Light	18.98	
31362	Truckdriver, Medium	19.70	
31363	Truckdriver, Heavy	23.81	
31364	Truckdriver, Tractor-Trailer	23.81	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.50	***
99050	Desk Clerk	13.79	***
99095	Embalmer	33.88	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	14.32	***
99252	Laboratory Animal Caretaker II	15.26	***
99260	Marketing Analyst	33.25	
99310	Mortician	33.88	
99410	Pest Controller	22.38	
99510	Photofinishing Worker	15.49	***
99710	Recycling Laborer	25.14	
99711	Recycling Specialist	29.01	
99730	Refuse Collector	23.22	
99810	Sales Clerk	14.03	***
99820	School Crossing Guard	13.44	***
99830	Survey Party Chief	25.55	
99831	Surveying Aide	13.30	***
99832	Surveying Technician	20.36	
99840	Vending Machine Attendant	22.62	
99841	Vending Machine Repairer	26.06	
99842	Vending Machine Repairer Helper	22.62	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4871

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.38	***
01012	Accounting Clerk II	16.14	***
01013	Accounting Clerk III	19.42	
01020	Administrative Assistant	25.62	
01035	Court Reporter	20.59	
01041	Customer Service Representative I	13.27	***
01042	Customer Service Representative II	14.48	***
01043	Customer Service Representative III	16.25	
01051	Data Entry Operator I	15.58	***
01052	Data Entry Operator II	17.00	
01060	Dispatcher, Motor Vehicle	18.17	
01070	Document Preparation Clerk	14.11	***
01090	Duplicating Machine Operator	14.11	***
01111	General Clerk I	14.10	***
01112	General Clerk II	15.60	***
01113	General Clerk III	17.71	
01120	Housing Referral Assistant	19.76	
01141	Messenger Courier	11.81	***
01191	Order Clerk I	16.36	

01192	Order Clerk II	17.85	
01261	Personnel Assistant (Employment) I	16.46	
01262	Personnel Assistant (Employment) II	18.41	
01263	Personnel Assistant (Employment) III	20.52	
01270	Production Control Clerk	27.33	
01290	Rental Clerk	13.81	***
01300	Scheduler, Maintenance	15.84	***
01311	Secretary I	15.84	***
01312	Secretary II	17.73	
01313	Secretary III	19.76	
01320	Service Order Dispatcher	16.24	
01410	Supply Technician	25.62	
01420	Survey Worker	20.20	
01460	Switchboard Operator/Receptionist	14.03	***
01531	Travel Clerk I	15.05	***
01532	Travel Clerk II	16.26	
01533	Travel Clerk III	17.60	
01611	Word Processor I	14.11	***
01612	Word Processor II	15.84	***
01613	Word Processor III	17.73	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.44	
05010	Automotive Electrician	21.07	
05040	Automotive Glass Installer	20.17	
05070	Automotive Worker	20.17	
05110	Mobile Equipment Servicer	18.22	
05130	Motor Equipment Metal Mechanic	21.96	
05160	Motor Equipment Metal Worker	20.17	
05190	Motor Vehicle Mechanic	21.96	
05220	Motor Vehicle Mechanic Helper	17.12	
05250	Motor Vehicle Upholstery Worker	19.21	
05280	Motor Vehicle Wrecker	20.17	
05310	Painter, Automotive	21.07	
05340	Radiator Repair Specialist	20.17	
05370	Tire Repairer	16.31	
05400	Transmission Repair Specialist	21.96	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.10	***
07041	Cook I	14.32	***
07042	Cook II	15.92	***
07070	Dishwasher	11.33	***
07130	Food Service Worker	11.78	***
07210	Meat Cutter	16.22	
07260	Waiter/Waitress	12.39	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.37	
09040	Furniture Handler	18.83	
09080	Furniture Refinisher	26.37	
09090	Furniture Refinisher Helper	21.47	
09110	Furniture Repairer, Minor	24.04	
09130	Upholsterer	26.37	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.63	***
11060	Elevator Operator	13.63	***
11090	Gardener	16.25	
11122	Housekeeping Aide	13.63	***
11150	Janitor	13.63	***
11210	Laborer, Grounds Maintenance	13.85	***
11240	Maid or Houseman	13.12	***
11260	Pruner	13.20	***

11270	Tractor Operator	15.33	***
11330	Trail Maintenance Worker	13.85	***
11360	Window Cleaner	14.52	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.47	***
12011	Breath Alcohol Technician	20.21	
12012	Certified Occupational Therapist Assistant	28.21	
12015	Certified Physical Therapist Assistant	25.05	
12020	Dental Assistant	18.21	
12025	Dental Hygienist	36.08	
12030	EKG Technician	23.98	
12035	Electroneurodiagnostic Technologist	23.98	
12040	Emergency Medical Technician	15.47	***
12071	Licensed Practical Nurse I	18.06	
12072	Licensed Practical Nurse II	20.21	
12073	Licensed Practical Nurse III	22.53	
12100	Medical Assistant	16.52	
12130	Medical Laboratory Technician	26.17	
12160	Medical Record Clerk	16.97	
12190	Medical Record Technician	18.98	
12195	Medical Transcriptionist	18.06	
12210	Nuclear Medicine Technologist	44.42	
12221	Nursing Assistant I	12.60	***
12222	Nursing Assistant II	14.16	***
12223	Nursing Assistant III	15.45	***
12224	Nursing Assistant IV	17.34	
12235	Optical Dispenser	16.98	
12236	Optical Technician	18.06	
12250	Pharmacy Technician	16.79	
12280	Phlebotomist	15.84	***
12305	Radiologic Technologist	28.50	
12311	Registered Nurse I	24.55	
12312	Registered Nurse II	30.03	
12313	Registered Nurse II, Specialist	30.03	
12314	Registered Nurse III	36.34	
12315	Registered Nurse III, Anesthetist	36.34	
12316	Registered Nurse IV	43.55	
12317	Scheduler (Drug and Alcohol Testing)	25.04	
12320	Substance Abuse Treatment Counselor	20.60	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.97	
13012	Exhibits Specialist II	22.26	
13013	Exhibits Specialist III	27.23	
13041	Illustrator I	17.97	
13042	Illustrator II	22.26	
13043	Illustrator III	27.23	
13047	Librarian	24.66	
13050	Library Aide/Clerk	14.34	***
13054	Library Information Technology Systems Administrator	22.26	
13058	Library Technician	18.32	
13061	Media Specialist I	16.07	***
13062	Media Specialist II	17.97	
13063	Media Specialist III	20.04	
13071	Photographer I	17.13	
13072	Photographer II	19.16	
13073	Photographer III	23.75	
13074	Photographer IV	29.05	
13075	Photographer V	35.14	
13090	Technical Order Library Clerk	17.23	
13110	Video Teleconference Technician	19.45	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.25	***
14042	Computer Operator II	17.06	

14043	Computer Operator III	19.02
14044	Computer Operator IV	21.14
14045	Computer Operator V	23.41
14071	Computer Programmer I	20.85
14072	Computer Programmer II	25.83
14073	Computer Programmer III	(see 1) nan
14074	Computer Programmer IV	(see 1) nan
14101	Computer Systems Analyst I	nan
14102	Computer Systems Analyst II	(see 1) nan
14103	Computer Systems Analyst III	(see 1) nan
14150	Peripheral Equipment Operator	15.25 ***
14160	Personal Computer Support Technician	21.14
14170	System Support Specialist	25.06

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.14	
15020	Aircrew Training Devices Instructor (Rated)	35.26	
15030	Air Crew Training Devices Instructor (Pilot)	42.26	
15050	Computer Based Training Specialist / Instructor	29.14	
15060	Educational Technologist	29.01	
15070	Flight Instructor (Pilot)	42.26	
15080	Graphic Artist	22.64	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.26	
15086	Maintenance Test Pilot, Rotary Wing	42.26	
15088	Non-Maintenance Test/Co-Pilot	42.26	
15090	Technical Instructor	20.87	
15095	Technical Instructor/Course Developer	25.53	
15110	Test Proctor	16.85	
15120	Tutor	16.85	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	16.41	
16030	Counter Attendant	16.41	
16040	Dry Cleaner	18.75	
16070	Finisher, Flatwork, Machine	16.41	
16090	Presser, Hand	16.41	
16110	Presser, Machine, Drycleaning	16.41	
16130	Presser, Machine, Shirts	16.41	
16160	Presser, Machine, Wearing Apparel, Laundry	16.41	
16190	Sewing Machine Operator	19.53	
16220	Tailor	20.31	
16250	Washer, Machine	17.19	

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.07	
19040	Tool And Die Maker	29.34	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.26	
21030	Material Coordinator	27.33	
21040	Material Expediter	27.33	
21050	Material Handling Laborer	14.16	***
21071	Order Filler	12.79	***
21080	Production Line Worker (Food Processing)	22.26	
21110	Shipping Packer	17.49	
21130	Shipping/Receiving Clerk	17.49	
21140	Store Worker I	16.66	
21150	Stock Clerk	20.14	
21210	Tools And Parts Attendant	22.26	
21410	Warehouse Specialist	22.26	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	32.23	
23019	Aircraft Logs and Records Technician	27.09	
23021	Aircraft Mechanic I	30.96	
23022	Aircraft Mechanic II	32.23	
23023	Aircraft Mechanic III	33.53	
23040	Aircraft Mechanic Helper	24.35	
23050	Aircraft, Painter	29.71	
23060	Aircraft Servicer	27.09	
23070	Aircraft Survival Flight Equipment Technician	29.71	
23080	Aircraft Worker	28.46	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.46	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.96	
23110	Appliance Mechanic	26.30	
23120	Bicycle Repairer	19.73	
23125	Cable Splicer	36.42	
23130	Carpenter, Maintenance	22.81	
23140	Carpet Layer	25.19	
23160	Electrician, Maintenance	31.17	
23181	Electronics Technician Maintenance I	37.72	
23182	Electronics Technician Maintenance II	39.39	
23183	Electronics Technician Maintenance III	41.05	
23260	Fabric Worker	23.98	
23290	Fire Alarm System Mechanic	27.41	
23310	Fire Extinguisher Repairer	22.75	
23311	Fuel Distribution System Mechanic	32.23	
23312	Fuel Distribution System Operator	26.90	
23370	General Maintenance Worker	18.94	
23380	Ground Support Equipment Mechanic	30.96	
23381	Ground Support Equipment Servicer	27.09	
23382	Ground Support Equipment Worker	28.46	
23391	Gunsmith I	22.75	
23392	Gunsmith II	25.19	
23393	Gunsmith III	27.41	
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.68	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.70	
23430	Heavy Equipment Mechanic	24.64	
23440	Heavy Equipment Operator	24.15	
23460	Instrument Mechanic	27.41	
23465	Laboratory/Shelter Mechanic	26.30	
23470	Laborer	14.16	***
23510	Locksmith	26.30	
23530	Machinery Maintenance Mechanic	28.47	
23550	Machinist, Maintenance	19.21	
23580	Maintenance Trades Helper	16.09	***
23591	Metrology Technician I	27.41	
23592	Metrology Technician II	28.54	
23593	Metrology Technician III	29.68	
23640	Millwright	29.07	
23710	Office Appliance Repairer	23.58	
23760	Painter, Maintenance	19.04	
23790	Pipefitter, Maintenance	33.19	
23810	Plumber, Maintenance	31.85	
23820	Pneudraulic Systems Mechanic	27.41	
23850	Rigger	27.41	
23870	Scale Mechanic	25.19	
23890	Sheet-Metal Worker, Maintenance	29.30	
23910	Small Engine Mechanic	22.09	
23931	Telecommunications Mechanic I	27.12	
23932	Telecommunications Mechanic II	28.24	
23950	Telephone Lineman	25.80	
23960	Welder, Combination, Maintenance	21.58	
23965	Well Driller	26.10	
23970	Woodcraft Worker	27.41	
23980	Woodworker	22.75	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.25	***
24570	Child Care Attendant	11.30	***

24580	Child Care Center Clerk	14.08	***
24610	Chore Aide	13.43	***
24620	Family Readiness And Support Services Coordinator	15.25	***
24630	Homemaker	16.13	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.87	
25040	Sewage Plant Operator	24.89	
25070	Stationary Engineer	31.87	
25190	Ventilation Equipment Tender	24.90	
25210	Water Treatment Plant Operator	24.89	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.69	
27007	Baggage Inspector	14.65	***
27008	Corrections Officer	27.71	
27010	Court Security Officer	24.75	
27030	Detection Dog Handler	16.39	
27040	Detention Officer	27.71	
27070	Firefighter	20.70	
27101	Guard I	14.65	***
27102	Guard II	16.39	
27131	Police Officer I	22.63	
27132	Police Officer II	25.14	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.72	***
28042	Carnival Equipment Repairer	14.57	***
28043	Carnival Worker	11.67	***
28210	Gate Attendant/Gate Tender	17.38	
28310	Lifeguard	16.12	***
28350	Park Attendant (Aide)	19.44	
28510	Recreation Aide/Health Facility Attendant	14.18	***
28515	Recreation Specialist	24.08	
28630	Sports Official	15.47	***
28690	Swimming Pool Operator	17.06	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.19	
29020	Hatch Tender	25.19	
29030	Line Handler	25.19	
29041	Stevedore I	23.98	
29042	Stevedore II	26.30	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.58	
30022	Archeological Technician II	19.67	
30023	Archeological Technician III	24.36	
30030	Cartographic Technician	24.36	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	26.99	
30052	Cryogenic Technician II	29.81	
30061	Drafter/CAD Operator I	17.58	
30062	Drafter/CAD Operator II	19.67	
30063	Drafter/CAD Operator III	21.93	
30064	Drafter/CAD Operator IV	26.99	
30081	Engineering Technician I	17.07	
30082	Engineering Technician II	19.16	
30083	Engineering Technician III	21.43	

30084	Engineering Technician IV	26.56
30085	Engineering Technician V	32.49
30086	Engineering Technician VI	39.30
30090	Environmental Technician	24.36
30095	Evidence Control Specialist	24.36
30210	Laboratory Technician	21.93
30221	Latent Fingerprint Technician I	26.99
30222	Latent Fingerprint Technician II	29.81
30240	Mathematical Technician	24.36
30361	Paralegal/Legal Assistant I	19.79
30362	Paralegal/Legal Assistant II	24.51
30363	Paralegal/Legal Assistant III	29.99
30364	Paralegal/Legal Assistant IV	36.27
30375	Petroleum Supply Specialist	29.81
30390	Photo-Optics Technician	23.50
30395	Radiation Control Technician	29.81
30461	Technical Writer I	24.36
30462	Technical Writer II	29.81
30463	Technical Writer III	36.06
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.99
30502	Weather Forecaster II	32.83
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.93
30621	Weather Observer, Senior	(see 2) 24.36

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.33	***
31030	Bus Driver	15.74	***
31043	Driver Courier	16.72	
31260	Parking and Lot Attendant	12.57	***
31290	Shuttle Bus Driver	16.14	***
31310	Taxi Driver	12.55	***
31361	Truckdriver, Light	17.75	
31362	Truckdriver, Medium	19.19	
31363	Truckdriver, Heavy	21.22	
31364	Truckdriver, Tractor-Trailer	21.22	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.26	***
99050	Desk Clerk	12.45	***
99095	Embalmer	27.12	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.63	***
99252	Laboratory Animal Caretaker II	14.51	***
99260	Marketing Analyst	23.70	
99310	Mortician	27.12	
99410	Pest Controller	24.27	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.30	
99711	Recycling Specialist	22.06	
99730	Refuse Collector	18.11	
99810	Sales Clerk	13.56	***
99820	School Crossing Guard	14.32	***
99830	Survey Party Chief	25.06	
99831	Surveying Aide	14.89	***
99832	Surveying Technician	22.79	
99840	Vending Machine Attendant	15.02	***
99841	Vending Machine Repairer	17.37	
99842	Vending Machine Repairer Helper	15.02	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4873

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Arenac, Cheboygan, Crawford, Iosco, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.43	***
01012	Accounting Clerk II	16.20	
01013	Accounting Clerk III	18.12	
01020	Administrative Assistant	23.91	
01035	Court Reporter	17.31	
01041	Customer Service Representative I	13.11	***
01042	Customer Service Representative II	14.30	***
01043	Customer Service Representative III	16.05	***
01051	Data Entry Operator I	13.84	***
01052	Data Entry Operator II	15.10	***
01060	Dispatcher, Motor Vehicle	17.59	
01070	Document Preparation Clerk	13.79	***
01090	Duplicating Machine Operator	13.79	***
01111	General Clerk I	14.27	***
01112	General Clerk II	15.57	***
01113	General Clerk III	17.47	
01120	Housing Referral Assistant	19.30	
01141	Messenger Courier	11.63	***
01191	Order Clerk I	16.14	***
01192	Order Clerk II	17.61	

01261	Personnel Assistant (Employment) I	16.72	
01262	Personnel Assistant (Employment) II	18.70	
01263	Personnel Assistant (Employment) III	20.86	
01270	Production Control Clerk	25.48	
01290	Rental Clerk	15.07	***
01300	Scheduler, Maintenance	15.47	***
01311	Secretary I	15.47	***
01312	Secretary II	17.31	
01313	Secretary III	19.30	
01320	Service Order Dispatcher	15.72	***
01410	Supply Technician	23.91	
01420	Survey Worker	17.31	
01460	Switchboard Operator/Receptionist	14.12	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	13.79	***
01612	Word Processor II	15.47	***
01613	Word Processor III	17.31	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.01	
05010	Automotive Electrician	18.64	
05040	Automotive Glass Installer	17.97	
05070	Automotive Worker	17.97	
05110	Mobile Equipment Servicer	16.59	
05130	Motor Equipment Metal Mechanic	19.31	
05160	Motor Equipment Metal Worker	17.97	
05190	Motor Vehicle Mechanic	22.32	
05220	Motor Vehicle Mechanic Helper	15.82	***
05250	Motor Vehicle Upholstery Worker	17.34	
05280	Motor Vehicle Wrecker	17.97	
05310	Painter, Automotive	18.64	
05340	Radiator Repair Specialist	17.97	
05370	Tire Repairer	14.08	***
05400	Transmission Repair Specialist	19.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.50	***
07041	Cook I	13.45	***
07042	Cook II	14.80	***
07070	Dishwasher	11.14	***
07130	Food Service Worker	11.92	***
07210	Meat Cutter	16.04	***
07260	Waiter/Waitress	11.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.53	
09040	Furniture Handler	15.98	***
09080	Furniture Refinisher	21.53	
09090	Furniture Refinisher Helper	18.24	
09110	Furniture Repairer, Minor	19.99	
09130	Upholsterer	21.53	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.50	***
11060	Elevator Operator	14.18	***
11090	Gardener	16.16	***
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.18	***
11240	Maid or Houseman	11.80	***
11260	Pruner	13.18	***
11270	Tractor Operator	16.07	***

11330	Trail Maintenance Worker	14.18	***
11360	Window Cleaner	15.26	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.64	
12011	Breath Alcohol Technician	20.27	
12012	Certified Occupational Therapist Assistant	27.81	
12015	Certified Physical Therapist Assistant	25.17	
12020	Dental Assistant	18.38	
12025	Dental Hygienist	33.65	
12030	EKG Technician	28.50	
12035	Electroneurodiagnostic Technologist	28.50	
12040	Emergency Medical Technician	17.64	
12071	Licensed Practical Nurse I	18.12	
12072	Licensed Practical Nurse II	20.27	
12073	Licensed Practical Nurse III	22.60	
12100	Medical Assistant	17.52	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	16.58	
12190	Medical Record Technician	18.54	
12195	Medical Transcriptionist	18.12	
12210	Nuclear Medicine Technologist	44.56	
12221	Nursing Assistant I	12.00	***
12222	Nursing Assistant II	13.49	***
12223	Nursing Assistant III	14.72	***
12224	Nursing Assistant IV	16.53	
12235	Optical Dispenser	17.20	
12236	Optical Technician	18.12	
12250	Pharmacy Technician	16.14	***
12280	Phlebotomist	15.74	***
12305	Radiologic Technologist	28.44	
12311	Registered Nurse I	24.17	
12312	Registered Nurse II	29.57	
12313	Registered Nurse II, Specialist	29.57	
12314	Registered Nurse III	35.77	
12315	Registered Nurse III, Anesthetist	35.77	
12316	Registered Nurse IV	42.88	
12317	Scheduler (Drug and Alcohol Testing)	25.12	
12320	Substance Abuse Treatment Counselor	28.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.64	
13012	Exhibits Specialist II	22.75	
13013	Exhibits Specialist III	27.67	
13041	Illustrator I	19.64	
13042	Illustrator II	22.75	
13043	Illustrator III	27.67	
13047	Librarian	25.04	
13050	Library Aide/Clerk	12.12	***
13054	Library Information Technology Systems Administrator	22.62	
13058	Library Technician	15.72	***
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	32.49	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	16.32	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.20	***
14042	Computer Operator II	15.89	***
14043	Computer Operator III	17.72	

14044	Computer Operator IV		19.69
14045	Computer Operator V		21.80
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	25.35
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.20 ***
14160	Personal Computer Support Technician		19.69
14170	System Support Specialist		21.80

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		24.50	
15020	Aircrew Training Devices Instructor (Rated)		29.66	
15030	Air Crew Training Devices Instructor (Pilot)		35.53	
15050	Computer Based Training Specialist / Instructor		24.50	
15060	Educational Technologist		31.21	
15070	Flight Instructor (Pilot)		35.53	
15080	Graphic Artist		20.45	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		35.53	
15086	Maintenance Test Pilot, Rotary Wing		35.53	
15088	Non-Maintenance Test/Co-Pilot		35.53	
15090	Technical Instructor		22.17	
15095	Technical Instructor/Course Developer		26.37	
15110	Test Proctor		17.39	
15120	Tutor		17.39	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.11	
19040	Tool And Die Maker		25.86	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		25.48	
21040	Material Expediter		25.48	
21050	Material Handling Laborer		14.43	***
21071	Order Filler		13.92	***
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		18.02	
21150	Stock Clerk		22.40	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.97	

23019	Aircraft Logs and Records Technician	20.42	
23021	Aircraft Mechanic I	23.04	
23022	Aircraft Mechanic II	23.97	
23023	Aircraft Mechanic III	24.93	
23040	Aircraft Mechanic Helper	18.62	
23050	Aircraft, Painter	23.59	
23060	Aircraft Servicer	20.42	
23070	Aircraft Survival Flight Equipment Technician	23.59	
23080	Aircraft Worker	21.14	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.14	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.04	
23110	Appliance Mechanic	24.73	
23120	Bicycle Repairer	21.62	
23125	Cable Splicer	45.93	
23130	Carpenter, Maintenance	22.99	
23140	Carpet Layer	23.80	
23160	Electrician, Maintenance	29.53	
23181	Electronics Technician Maintenance I	28.17	
23182	Electronics Technician Maintenance II	29.41	
23183	Electronics Technician Maintenance III	30.66	
23260	Fabric Worker	22.75	
23290	Fire Alarm System Mechanic	25.91	
23310	Fire Extinguisher Repairer	21.62	
23311	Fuel Distribution System Mechanic	37.03	
23312	Fuel Distribution System Operator	30.90	
23370	General Maintenance Worker	17.93	
23380	Ground Support Equipment Mechanic	23.04	
23381	Ground Support Equipment Servicer	20.42	
23382	Ground Support Equipment Worker	21.14	
23391	Gunsmith I	21.62	
23392	Gunsmith II	23.80	
23393	Gunsmith III	25.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.49	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.32	
23430	Heavy Equipment Mechanic	22.78	
23440	Heavy Equipment Operator	23.29	
23460	Instrument Mechanic	25.91	
23465	Laboratory/Shelter Mechanic	24.73	
23470	Laborer	15.09	***
23510	Locksmith	24.73	
23530	Machinery Maintenance Mechanic	23.26	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	19.01	
23591	Metrology Technician I	25.91	
23592	Metrology Technician II	26.86	
23593	Metrology Technician III	27.91	
23640	Millwright	30.95	
23710	Office Appliance Repairer	24.73	
23760	Painter, Maintenance	19.95	
23790	Pipefitter, Maintenance	26.28	
23810	Plumber, Maintenance	24.44	
23820	Pneudraulic Systems Mechanic	25.91	
23850	Rigger	25.91	
23870	Scale Mechanic	23.80	
23890	Sheet-Metal Worker, Maintenance	25.91	
23910	Small Engine Mechanic	21.16	
23931	Telecommunications Mechanic I	27.43	
23932	Telecommunications Mechanic II	28.44	
23950	Telephone Lineman	26.77	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	25.91	
23970	Woodcraft Worker	25.91	
23980	Woodworker	21.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.75	***
24570	Child Care Attendant	12.50	***
24580	Child Care Center Clerk	15.58	***

24610	Chore Aide	12.65	***
24620	Family Readiness And Support Services Coordinator	14.75	***
24630	Homemaker	14.75	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.76	
25040	Sewage Plant Operator	23.92	
25070	Stationary Engineer	24.76	
25190	Ventilation Equipment Tender	19.27	
25210	Water Treatment Plant Operator	23.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.53	
27007	Baggage Inspector	14.20	***
27008	Corrections Officer	20.44	
27010	Court Security Officer	21.43	
27030	Detection Dog Handler	16.73	
27040	Detention Officer	20.44	
27070	Firefighter	21.31	
27101	Guard I	14.20	***
27102	Guard II	16.73	
27131	Police Officer I	23.87	
27132	Police Officer II	26.52	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.47	***
28042	Carnival Equipment Repairer	15.07	***
28043	Carnival Worker	12.30	***
28210	Gate Attendant/Gate Tender	16.70	
28310	Lifeguard	16.93	
28350	Park Attendant (Aide)	18.68	
28510	Recreation Aide/Health Facility Attendant	13.64	***
28515	Recreation Specialist	22.30	
28630	Sports Official	14.88	***
28690	Swimming Pool Operator	18.88	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.80	
29020	Hatch Tender	23.80	
29030	Line Handler	23.80	
29041	Stevedore I	22.75	
29042	Stevedore II	24.73	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.49	
30022	Archeological Technician II	19.57	
30023	Archeological Technician III	23.83	
30030	Cartographic Technician	24.24	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	26.85	
30052	Cryogenic Technician II	29.65	
30061	Drafter/CAD Operator I	17.49	
30062	Drafter/CAD Operator II	19.57	
30063	Drafter/CAD Operator III	21.82	
30064	Drafter/CAD Operator IV	26.85	
30081	Engineering Technician I	16.17	***
30082	Engineering Technician II	18.13	
30083	Engineering Technician III	20.28	
30084	Engineering Technician IV	25.14	

30085	Engineering Technician V	30.72
30086	Engineering Technician VI	35.87
30090	Environmental Technician	24.24
30095	Evidence Control Specialist	24.24
30210	Laboratory Technician	21.97
30221	Latent Fingerprint Technician I	26.85
30222	Latent Fingerprint Technician II	29.65
30240	Mathematical Technician	24.24
30361	Paralegal/Legal Assistant I	19.67
30362	Paralegal/Legal Assistant II	24.37
30363	Paralegal/Legal Assistant III	29.80
30364	Paralegal/Legal Assistant IV	36.06
30375	Petroleum Supply Specialist	29.65
30390	Photo-Optics Technician	23.91
30395	Radiation Control Technician	29.65
30461	Technical Writer I	24.24
30462	Technical Writer II	29.65
30463	Technical Writer III	35.87
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.85
30502	Weather Forecaster II	32.66
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.82
30621	Weather Observer, Senior	(see 2) 24.24

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.96	***
31030	Bus Driver	17.89	
31043	Driver Courier	15.79	***
31260	Parking and Lot Attendant	13.43	***
31290	Shuttle Bus Driver	15.35	***
31310	Taxi Driver	14.91	***
31361	Truckdriver, Light	16.13	***
31362	Truckdriver, Medium	16.56	
31363	Truckdriver, Heavy	22.32	
31364	Truckdriver, Tractor-Trailer	22.32	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.37	***
99050	Desk Clerk	13.22	***
99095	Embalmer	27.17	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.59	***
99252	Laboratory Animal Caretaker II	14.48	***
99260	Marketing Analyst	24.35	
99310	Mortician	27.17	
99410	Pest Controller	26.93	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.44	
99711	Recycling Specialist	22.32	
99730	Refuse Collector	18.07	
99810	Sales Clerk	13.38	***
99820	School Crossing Guard	19.45	
99830	Survey Party Chief	22.61	
99831	Surveying Aide	13.44	***
99832	Surveying Technician	20.10	
99840	Vending Machine Attendant	24.02	
99841	Vending Machine Repairer	28.17	
99842	Vending Machine Repairer Helper	24.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4875

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Clare, Gladwin

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.43	***
01012	Accounting Clerk II	16.20	
01013	Accounting Clerk III	18.12	
01020	Administrative Assistant	23.91	
01035	Court Reporter	17.31	
01041	Customer Service Representative I	13.11	***
01042	Customer Service Representative II	14.30	***
01043	Customer Service Representative III	16.05	***
01051	Data Entry Operator I	13.84	***
01052	Data Entry Operator II	15.10	***
01060	Dispatcher, Motor Vehicle	17.59	
01070	Document Preparation Clerk	13.79	***
01090	Duplicating Machine Operator	13.79	***
01111	General Clerk I	14.27	***
01112	General Clerk II	15.57	***
01113	General Clerk III	17.47	
01120	Housing Referral Assistant	19.30	
01141	Messenger Courier	11.63	***
01191	Order Clerk I	16.14	***
01192	Order Clerk II	17.61	
01261	Personnel Assistant (Employment) I	16.72	

01262	Personnel Assistant (Employment) II	18.70	
01263	Personnel Assistant (Employment) III	20.86	
01270	Production Control Clerk	25.48	
01290	Rental Clerk	15.99	***
01300	Scheduler, Maintenance	15.47	***
01311	Secretary I	15.47	***
01312	Secretary II	17.31	
01313	Secretary III	19.30	
01320	Service Order Dispatcher	15.72	***
01410	Supply Technician	23.91	
01420	Survey Worker	17.31	
01460	Switchboard Operator/Receptionist	14.12	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	13.79	***
01612	Word Processor II	15.47	***
01613	Word Processor III	17.31	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.38	
05010	Automotive Electrician	21.30	
05040	Automotive Glass Installer	20.50	
05070	Automotive Worker	20.50	
05110	Mobile Equipment Servicer	18.63	
05130	Motor Equipment Metal Mechanic	22.32	
05160	Motor Equipment Metal Worker	20.50	
05190	Motor Vehicle Mechanic	22.32	
05220	Motor Vehicle Mechanic Helper	17.65	
05250	Motor Vehicle Upholstery Worker	19.60	
05280	Motor Vehicle Wrecker	20.50	
05310	Painter, Automotive	21.30	
05340	Radiator Repair Specialist	20.50	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	22.32	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.50	***
07041	Cook I	13.45	***
07042	Cook II	14.80	***
07070	Dishwasher	11.14	***
07130	Food Service Worker	11.92	***
07210	Meat Cutter	15.57	***
07260	Waiter/Waitress	11.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.95	
09040	Furniture Handler	16.43	
09080	Furniture Refinisher	22.95	
09090	Furniture Refinisher Helper	18.85	
09110	Furniture Repairer, Minor	21.12	
09130	Upholsterer	22.95	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.50	***
11060	Elevator Operator	14.18	***
11090	Gardener	16.16	***
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.18	***
11240	Maid or Houseman	11.80	***
11260	Pruner	13.18	***
11270	Tractor Operator	16.10	***
11330	Trail Maintenance Worker	14.18	***

11360	Window Cleaner	15.26	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.65	
12011	Breath Alcohol Technician	20.27	
12012	Certified Occupational Therapist Assistant	27.81	
12015	Certified Physical Therapist Assistant	25.17	
12020	Dental Assistant	18.38	
12025	Dental Hygienist	33.65	
12030	EKG Technician	28.50	
12035	Electroneurodiagnostic Technologist	28.50	
12040	Emergency Medical Technician	17.64	
12071	Licensed Practical Nurse I	18.12	
12072	Licensed Practical Nurse II	20.27	
12073	Licensed Practical Nurse III	22.60	
12100	Medical Assistant	17.52	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	16.58	
12190	Medical Record Technician	18.54	
12195	Medical Transcriptionist	18.12	
12210	Nuclear Medicine Technologist	44.56	
12221	Nursing Assistant I	12.00	***
12222	Nursing Assistant II	13.49	***
12223	Nursing Assistant III	14.72	***
12224	Nursing Assistant IV	16.53	
12235	Optical Dispenser	17.20	
12236	Optical Technician	18.12	
12250	Pharmacy Technician	16.14	***
12280	Phlebotomist	15.74	***
12305	Radiologic Technologist	28.44	
12311	Registered Nurse I	24.17	
12312	Registered Nurse II	29.57	
12313	Registered Nurse II, Specialist	29.57	
12314	Registered Nurse III	35.77	
12315	Registered Nurse III, Anesthetist	35.77	
12316	Registered Nurse IV	42.88	
12317	Scheduler (Drug and Alcohol Testing)	25.12	
12320	Substance Abuse Treatment Counselor	28.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	12.12	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	15.73	***
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	16.32	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.20	***
14042	Computer Operator II	15.89	***
14043	Computer Operator III	17.72	
14044	Computer Operator IV	19.69	

14045	Computer Operator V		21.80
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	25.82
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.91 ***
14160	Personal Computer Support Technician		19.69
14170	System Support Specialist		21.80

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		24.93	
15020	Aircrew Training Devices Instructor (Rated)		30.15	
15030	Air Crew Training Devices Instructor (Pilot)		35.53	
15050	Computer Based Training Specialist / Instructor		24.93	
15060	Educational Technologist		31.21	
15070	Flight Instructor (Pilot)		35.53	
15080	Graphic Artist		22.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		35.53	
15086	Maintenance Test Pilot, Rotary Wing		35.53	
15088	Non-Maintenance Test/Co-Pilot		35.53	
15090	Technical Instructor		22.18	
15095	Technical Instructor/Course Developer		27.10	
15110	Test Proctor		17.92	
15120	Tutor		17.92	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.11	
19040	Tool And Die Maker		25.86	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		25.48	
21040	Material Expediter		25.48	
21050	Material Handling Laborer		15.24	***
21071	Order Filler		15.90	***
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		18.02	
21150	Stock Clerk		22.40	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.97	
23019	Aircraft Logs and Records Technician		20.92	

23021	Aircraft Mechanic I	23.04	
23022	Aircraft Mechanic II	23.97	
23023	Aircraft Mechanic III	24.93	
23040	Aircraft Mechanic Helper	19.55	
23050	Aircraft, Painter	25.66	
23060	Aircraft Servicer	20.92	
23070	Aircraft Survival Flight Equipment Technician	25.66	
23080	Aircraft Worker	21.61	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.61	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.04	
23110	Appliance Mechanic	24.73	
23120	Bicycle Repairer	21.62	
23125	Cable Splicer	46.12	
23130	Carpenter, Maintenance	23.21	
23140	Carpet Layer	23.80	
23160	Electrician, Maintenance	29.53	
23181	Electronics Technician Maintenance I	28.17	
23182	Electronics Technician Maintenance II	29.41	
23183	Electronics Technician Maintenance III	30.66	
23260	Fabric Worker	22.75	
23290	Fire Alarm System Mechanic	25.91	
23310	Fire Extinguisher Repairer	21.62	
23311	Fuel Distribution System Mechanic	37.03	
23312	Fuel Distribution System Operator	30.90	
23370	General Maintenance Worker	18.58	
23380	Ground Support Equipment Mechanic	23.04	
23381	Ground Support Equipment Servicer	20.92	
23382	Ground Support Equipment Worker	21.61	
23391	Gunsmith I	21.62	
23392	Gunsmith II	23.80	
23393	Gunsmith III	25.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.49	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.32	
23430	Heavy Equipment Mechanic	22.78	
23440	Heavy Equipment Operator	23.29	
23460	Instrument Mechanic	25.91	
23465	Laboratory/Shelter Mechanic	24.73	
23470	Laborer	15.09	***
23510	Locksmith	24.73	
23530	Machinery Maintenance Mechanic	25.13	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	19.12	
23591	Metrology Technician I	25.91	
23592	Metrology Technician II	26.86	
23593	Metrology Technician III	27.91	
23640	Millwright	32.40	
23710	Office Appliance Repairer	24.73	
23760	Painter, Maintenance	21.10	
23790	Pipefitter, Maintenance	28.95	
23810	Plumber, Maintenance	25.41	
23820	Pneudraulic Systems Mechanic	25.91	
23850	Rigger	25.91	
23870	Scale Mechanic	23.80	
23890	Sheet-Metal Worker, Maintenance	25.91	
23910	Small Engine Mechanic	21.16	
23931	Telecommunications Mechanic I	27.43	
23932	Telecommunications Mechanic II	28.44	
23950	Telephone Lineman	26.77	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	25.91	
23970	Woodcraft Worker	25.91	
23980	Woodworker	21.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.60	***
24570	Child Care Attendant	12.50	***
24580	Child Care Center Clerk	15.58	***
24610	Chore Aide	12.65	***

24620	Family Readiness And Support Services Coordinator	14.60	***
24630	Homemaker	14.73	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.76	
25040	Sewage Plant Operator	23.92	
25070	Stationary Engineer	24.76	
25190	Ventilation Equipment Tender	19.27	
25210	Water Treatment Plant Operator	23.92	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.53	
27007	Baggage Inspector	14.20	***
27008	Corrections Officer	20.44	
27010	Court Security Officer	21.43	
27030	Detection Dog Handler	17.04	
27040	Detention Officer	20.44	
27070	Firefighter	21.31	
27101	Guard I	14.20	***
27102	Guard II	17.04	
27131	Police Officer I	23.87	
27132	Police Officer II	26.52	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.29	***
28042	Carnival Equipment Repairer	15.96	***
28043	Carnival Worker	12.44	***
28210	Gate Attendant/Gate Tender	16.70	
28310	Lifeguard	16.93	
28350	Park Attendant (Aide)	18.68	
28510	Recreation Aide/Health Facility Attendant	13.64	***
28515	Recreation Specialist	22.30	
28630	Sports Official	14.88	***
28690	Swimming Pool Operator	21.41	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.80	
29020	Hatch Tender	23.80	
29030	Line Handler	23.80	
29041	Stevedore I	22.75	
29042	Stevedore II	24.73	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.49	
30022	Archeological Technician II	19.57	
30023	Archeological Technician III	24.24	
30030	Cartographic Technician	24.24	
30040	Civil Engineering Technician	28.64	
30051	Cryogenic Technician I	26.85	
30052	Cryogenic Technician II	29.65	
30061	Drafter/CAD Operator I	17.49	
30062	Drafter/CAD Operator II	19.57	
30063	Drafter/CAD Operator III	21.82	
30064	Drafter/CAD Operator IV	26.85	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	

30086	Engineering Technician VI	37.66
30090	Environmental Technician	24.24
30095	Evidence Control Specialist	24.24
30210	Laboratory Technician	21.97
30221	Latent Fingerprint Technician I	26.85
30222	Latent Fingerprint Technician II	29.65
30240	Mathematical Technician	24.24
30361	Paralegal/Legal Assistant I	19.67
30362	Paralegal/Legal Assistant II	24.37
30363	Paralegal/Legal Assistant III	29.80
30364	Paralegal/Legal Assistant IV	36.06
30375	Petroleum Supply Specialist	29.65
30390	Photo-Optics Technician	23.91
30395	Radiation Control Technician	29.65
30461	Technical Writer I	24.24
30462	Technical Writer II	29.65
30463	Technical Writer III	35.87
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.85
30502	Weather Forecaster II	32.66
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.82
30621	Weather Observer, Senior	(see 2) 24.24

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.96	***
31030	Bus Driver	17.89	
31043	Driver Courier	15.79	***
31260	Parking and Lot Attendant	13.43	***
31290	Shuttle Bus Driver	14.99	***
31310	Taxi Driver	15.07	***
31361	Truckdriver, Light	16.13	***
31362	Truckdriver, Medium	17.53	
31363	Truckdriver, Heavy	22.32	
31364	Truckdriver, Tractor-Trailer	22.32	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.37	***
99050	Desk Clerk	13.22	***
99095	Embalmer	31.98	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.59	***
99252	Laboratory Animal Caretaker II	14.48	***
99260	Marketing Analyst	24.35	
99310	Mortician	31.98	
99410	Pest Controller	26.93	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.44	
99711	Recycling Specialist	22.32	
99730	Refuse Collector	18.07	
99810	Sales Clerk	13.38	***
99820	School Crossing Guard	19.45	
99830	Survey Party Chief	23.54	
99831	Surveying Aide	13.45	***
99832	Surveying Technician	20.10	
99840	Vending Machine Attendant	24.02	
99841	Vending Machine Repairer	28.17	
99842	Vending Machine Repairer Helper	24.02	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4877

States/Territories. : Michigan

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Kalkaska, Leelanau, Manistee, Missaukee, Wexford

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.09	***
01012	Accounting Clerk II	16.95	
01013	Accounting Clerk III	18.95	
01020	Administrative Assistant	27.69	
01035	Court Reporter	18.71	
01041	Customer Service Representative I	13.86	***
01042	Customer Service Representative II	15.57	***
01043	Customer Service Representative III	17.00	
01051	Data Entry Operator I	15.44	***
01052	Data Entry Operator II	16.85	
01060	Dispatcher, Motor Vehicle	19.13	
01070	Document Preparation Clerk	15.39	***
01090	Duplicating Machine Operator	15.39	***
01111	General Clerk I	14.32	***
01112	General Clerk II	15.63	***
01113	General Clerk III	17.54	
01120	Housing Referral Assistant	20.85	
01141	Messenger Courier	14.08	***
01191	Order Clerk I	17.51	
01192	Order Clerk II	19.12	

01261	Personnel Assistant (Employment) I	16.72	
01262	Personnel Assistant (Employment) II	18.70	
01263	Personnel Assistant (Employment) III	20.86	
01270	Production Control Clerk	23.56	
01290	Rental Clerk	14.36	***
01300	Scheduler, Maintenance	16.73	
01311	Secretary I	16.73	
01312	Secretary II	18.71	
01313	Secretary III	20.85	
01320	Service Order Dispatcher	17.10	
01410	Supply Technician	27.69	
01420	Survey Worker	16.38	
01460	Switchboard Operator/Receptionist	14.49	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	16.60	
01612	Word Processor II	18.63	
01613	Word Processor III	20.85	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.74	
05010	Automotive Electrician	21.40	
05040	Automotive Glass Installer	20.48	
05070	Automotive Worker	20.48	
05110	Mobile Equipment Servicer	18.57	
05130	Motor Equipment Metal Mechanic	22.30	
05160	Motor Equipment Metal Worker	20.48	
05190	Motor Vehicle Mechanic	22.30	
05220	Motor Vehicle Mechanic Helper	17.49	
05250	Motor Vehicle Upholstery Worker	19.50	
05280	Motor Vehicle Wrecker	20.48	
05310	Painter, Automotive	21.40	
05340	Radiator Repair Specialist	20.48	
05370	Tire Repairer	14.63	***
05400	Transmission Repair Specialist	22.30	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.71	***
07041	Cook I	14.38	***
07042	Cook II	15.92	***
07070	Dishwasher	11.65	***
07130	Food Service Worker	13.23	***
07210	Meat Cutter	17.31	
07260	Waiter/Waitress	13.19	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.30	
09040	Furniture Handler	13.62	***
09080	Furniture Refinisher	18.30	
09090	Furniture Refinisher Helper	15.07	***
09110	Furniture Repairer, Minor	16.68	
09130	Upholsterer	18.30	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.40	***
11060	Elevator Operator	14.61	***
11090	Gardener	17.94	
11122	Housekeeping Aide	14.61	***
11150	Janitor	14.61	***
11210	Laborer, Grounds Maintenance	14.86	***
11240	Maid or Houseman	13.31	***
11260	Pruner	13.94	***
11270	Tractor Operator	16.95	

11330	Trail Maintenance Worker	14.86	***
11360	Window Cleaner	15.57	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.64	
12011	Breath Alcohol Technician	20.89	
12012	Certified Occupational Therapist Assistant	28.66	
12015	Certified Physical Therapist Assistant	28.04	
12020	Dental Assistant	18.10	
12025	Dental Hygienist	35.82	
12030	EKG Technician	30.45	
12035	Electroneurodiagnostic Technologist	30.45	
12040	Emergency Medical Technician	17.64	
12071	Licensed Practical Nurse I	18.68	
12072	Licensed Practical Nurse II	20.89	
12073	Licensed Practical Nurse III	23.28	
12100	Medical Assistant	17.49	
12130	Medical Laboratory Technician	22.42	
12160	Medical Record Clerk	17.01	
12190	Medical Record Technician	19.02	
12195	Medical Transcriptionist	18.68	
12210	Nuclear Medicine Technologist	45.90	
12221	Nursing Assistant I	12.43	***
12222	Nursing Assistant II	13.97	***
12223	Nursing Assistant III	15.25	***
12224	Nursing Assistant IV	17.11	
12235	Optical Dispenser	17.04	
12236	Optical Technician	18.68	
12250	Pharmacy Technician	16.97	
12280	Phlebotomist	16.70	
12305	Radiologic Technologist	28.38	
12311	Registered Nurse I	24.61	
12312	Registered Nurse II	30.10	
12313	Registered Nurse II, Specialist	30.10	
12314	Registered Nurse III	36.43	
12315	Registered Nurse III, Anesthetist	36.43	
12316	Registered Nurse IV	43.65	
12317	Scheduler (Drug and Alcohol Testing)	25.87	
12320	Substance Abuse Treatment Counselor	28.78	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.64	
13012	Exhibits Specialist II	22.75	
13013	Exhibits Specialist III	27.67	
13041	Illustrator I	19.64	
13042	Illustrator II	22.75	
13043	Illustrator III	27.67	
13047	Librarian	25.04	
13050	Library Aide/Clerk	13.22	***
13054	Library Information Technology Systems Administrator	22.62	
13058	Library Technician	16.39	
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	32.49	
13090	Technical Order Library Clerk	16.60	
13110	Video Teleconference Technician	18.53	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.18	
14042	Computer Operator II	19.23	
14043	Computer Operator III	21.44	

14044	Computer Operator IV		23.83
14045	Computer Operator V		26.38
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.18
14160	Personal Computer Support Technician		23.83
14170	System Support Specialist		28.09

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.05	
15020	Aircrew Training Devices Instructor (Rated)		36.35	
15030	Air Crew Training Devices Instructor (Pilot)		43.58	
15050	Computer Based Training Specialist / Instructor		30.05	
15060	Educational Technologist		36.89	
15070	Flight Instructor (Pilot)		43.58	
15080	Graphic Artist		19.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.58	
15086	Maintenance Test Pilot, Rotary Wing		43.58	
15088	Non-Maintenance Test/Co-Pilot		43.58	
15090	Technical Instructor		24.39	
15095	Technical Instructor/Course Developer		29.01	
15110	Test Proctor		19.13	
15120	Tutor		19.13	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.11	
19040	Tool And Die Maker		25.86	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		23.56	
21040	Material Expediter		23.56	
21050	Material Handling Laborer		14.78	***
21071	Order Filler		14.08	***
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		16.66	
21150	Stock Clerk		20.14	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.57	

23019	Aircraft Logs and Records Technician	22.32	
23021	Aircraft Mechanic I	25.52	
23022	Aircraft Mechanic II	26.57	
23023	Aircraft Mechanic III	27.63	
23040	Aircraft Mechanic Helper	19.93	
23050	Aircraft, Painter	24.48	
23060	Aircraft Servicer	22.32	
23070	Aircraft Survival Flight Equipment Technician	24.48	
23080	Aircraft Worker	23.44	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.44	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.52	
23110	Appliance Mechanic	23.85	
23120	Bicycle Repairer	20.33	
23125	Cable Splicer	45.93	
23130	Carpenter, Maintenance	22.99	
23140	Carpet Layer	23.44	
23160	Electrician, Maintenance	29.53	
23181	Electronics Technician Maintenance I	25.21	
23182	Electronics Technician Maintenance II	26.33	
23183	Electronics Technician Maintenance III	27.44	
23260	Fabric Worker	22.32	
23290	Fire Alarm System Mechanic	25.52	
23310	Fire Extinguisher Repairer	21.17	
23311	Fuel Distribution System Mechanic	36.78	
23312	Fuel Distribution System Operator	30.51	
23370	General Maintenance Worker	17.93	
23380	Ground Support Equipment Mechanic	25.52	
23381	Ground Support Equipment Servicer	22.32	
23382	Ground Support Equipment Worker	23.44	
23391	Gunsmith I	21.17	
23392	Gunsmith II	23.44	
23393	Gunsmith III	25.52	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.24	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.20	
23430	Heavy Equipment Mechanic	23.54	
23440	Heavy Equipment Operator	22.61	
23460	Instrument Mechanic	25.52	
23465	Laboratory/Shelter Mechanic	24.48	
23470	Laborer	15.09	***
23510	Locksmith	24.48	
23530	Machinery Maintenance Mechanic	23.38	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	17.53	
23591	Metrology Technician I	25.52	
23592	Metrology Technician II	26.57	
23593	Metrology Technician III	27.63	
23640	Millwright	30.95	
23710	Office Appliance Repairer	20.90	
23760	Painter, Maintenance	19.95	
23790	Pipefitter, Maintenance	27.74	
23810	Plumber, Maintenance	26.62	
23820	Pneudraulic Systems Mechanic	25.52	
23850	Rigger	25.52	
23870	Scale Mechanic	23.44	
23890	Sheet-Metal Worker, Maintenance	27.09	
23910	Small Engine Mechanic	23.44	
23931	Telecommunications Mechanic I	28.79	
23932	Telecommunications Mechanic II	29.98	
23950	Telephone Lineman	26.39	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	25.52	
23970	Woodcraft Worker	25.52	
23980	Woodworker	21.17	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.54	
24570	Child Care Attendant	12.57	***
24580	Child Care Center Clerk	15.69	***

24610	Chore Aide	13.44	***
24620	Family Readiness And Support Services Coordinator	16.54	
24630	Homemaker	16.54	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.52	
25040	Sewage Plant Operator	22.75	
25070	Stationary Engineer	25.52	
25190	Ventilation Equipment Tender	19.93	
25210	Water Treatment Plant Operator	22.75	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.66	
27007	Baggage Inspector	15.06	***
27008	Corrections Officer	27.71	
27010	Court Security Officer	23.24	
27030	Detection Dog Handler	16.97	
27040	Detention Officer	27.71	
27070	Firefighter	18.76	
27101	Guard I	15.06	***
27102	Guard II	16.97	
27131	Police Officer I	25.78	
27132	Police Officer II	28.66	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.59	***
28042	Carnival Equipment Repairer	15.50	***
28043	Carnival Worker	12.01	***
28210	Gate Attendant/Gate Tender	17.64	
28310	Lifeguard	13.16	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	24.46	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	17.16	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.78	
29020	Hatch Tender	25.78	
29030	Line Handler	25.78	
29041	Stevedore I	24.55	
29042	Stevedore II	26.93	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.61	
30022	Archeological Technician II	20.82	
30023	Archeological Technician III	25.80	
30030	Cartographic Technician	25.80	
30040	Civil Engineering Technician	28.21	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	18.61	
30062	Drafter/CAD Operator II	20.82	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.57	
30081	Engineering Technician I	16.37	
30082	Engineering Technician II	18.38	
30083	Engineering Technician III	20.56	
30084	Engineering Technician IV	25.47	

30085	Engineering Technician V		31.16
30086	Engineering Technician VI		37.69
30090	Environmental Technician		25.80
30095	Evidence Control Specialist		25.80
30210	Laboratory Technician		23.21
30221	Latent Fingerprint Technician I		28.57
30222	Latent Fingerprint Technician II		31.56
30240	Mathematical Technician		25.80
30361	Paralegal/Legal Assistant I		19.59
30362	Paralegal/Legal Assistant II		24.27
30363	Paralegal/Legal Assistant III		29.69
30364	Paralegal/Legal Assistant IV		35.93
30375	Petroleum Supply Specialist		31.56
30390	Photo-Optics Technician		25.80
30395	Radiation Control Technician		31.56
30461	Technical Writer I		25.80
30462	Technical Writer II		31.56
30463	Technical Writer III		38.17
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		28.57
30502	Weather Forecaster II		34.75
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	23.21
30621	Weather Observer, Senior	(see 2)	25.80

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.70	***
31030	Bus Driver	20.04	
31043	Driver Courier	17.90	
31260	Parking and Lot Attendant	14.73	***
31290	Shuttle Bus Driver	18.23	
31310	Taxi Driver	14.59	***
31361	Truckdriver, Light	19.01	
31362	Truckdriver, Medium	20.04	
31363	Truckdriver, Heavy	22.42	
31364	Truckdriver, Tractor-Trailer	22.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	12.04	***
99050	Desk Clerk	13.21	***
99095	Embalmer	27.17	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.00	***
99252	Laboratory Animal Caretaker II	14.87	***
99260	Marketing Analyst	24.14	
99310	Mortician	27.17	
99410	Pest Controller	21.71	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.03	
99711	Recycling Specialist	21.70	
99730	Refuse Collector	17.85	
99810	Sales Clerk	13.76	***
99820	School Crossing Guard	17.76	
99830	Survey Party Chief	28.64	
99831	Surveying Aide	17.03	
99832	Surveying Technician	25.48	
99840	Vending Machine Attendant	17.64	
99841	Vending Machine Repairer	21.69	
99842	Vending Machine Repairer Helper	18.81	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4879

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Lenawee

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.31	
01012	Accounting Clerk II	18.30	
01013	Accounting Clerk III	20.47	
01020	Administrative Assistant	26.95	
01035	Court Reporter	21.35	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	16.42	
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	15.80	***
01052	Data Entry Operator II	17.24	
01060	Dispatcher, Motor Vehicle	23.00	
01070	Document Preparation Clerk	15.38	***
01090	Duplicating Machine Operator	15.38	***
01111	General Clerk I	14.57	***
01112	General Clerk II	15.90	***
01113	General Clerk III	17.85	
01120	Housing Referral Assistant	22.04	
01141	Messenger Courier	14.15	***
01191	Order Clerk I	16.02	***
01192	Order Clerk II	17.48	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	22.77	
01290	Rental Clerk	16.24	
01300	Scheduler, Maintenance	17.61	
01311	Secretary I	17.61	
01312	Secretary II	19.70	
01313	Secretary III	22.04	
01320	Service Order Dispatcher	20.57	
01410	Supply Technician	26.95	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	14.13	***
01532	Travel Clerk II	15.27	***
01533	Travel Clerk III	16.55	
01611	Word Processor I	17.15	
01612	Word Processor II	19.25	
01613	Word Processor III	21.54	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.09	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	18.93	
05400	Transmission Repair Specialist	23.31	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.07	***
07041	Cook I	14.66	***
07042	Cook II	16.07	***
07070	Dishwasher	11.35	***
07130	Food Service Worker	12.07	***
07210	Meat Cutter	16.29	
07260	Waiter/Waitress	13.26	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.98	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.83	
09090	Furniture Refinisher Helper	20.38	
09110	Furniture Repairer, Minor	22.72	
09130	Upholsterer	22.98	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.91	***
11060	Elevator Operator	14.91	***
11090	Gardener	17.80	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.78	***
11240	Maid or Houseman	12.78	***
11260	Pruner	13.63	***
11270	Tractor Operator	16.39	
11330	Trail Maintenance Worker	14.78	***

11360	Window Cleaner	15.31	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	20.87	
12012	Certified Occupational Therapist Assistant	28.63	
12015	Certified Physical Therapist Assistant	24.77	
12020	Dental Assistant	19.16	
12025	Dental Hygienist	38.71	
12030	EKG Technician	28.94	
12035	Electroneurodiagnostic Technologist	28.94	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	18.66	
12072	Licensed Practical Nurse II	20.87	
12073	Licensed Practical Nurse III	23.26	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	16.88	
12190	Medical Record Technician	20.17	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	37.02	
12221	Nursing Assistant I	13.14	***
12222	Nursing Assistant II	14.76	***
12223	Nursing Assistant III	16.11	***
12224	Nursing Assistant IV	18.09	
12235	Optical Dispenser	19.36	
12236	Optical Technician	18.69	
12250	Pharmacy Technician	17.43	
12280	Phlebotomist	17.61	
12305	Radiologic Technologist	28.81	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	33.64	
12313	Registered Nurse II, Specialist	33.64	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	25.85	
12320	Substance Abuse Treatment Counselor	28.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	21.64	
13042	Illustrator II	28.26	
13043	Illustrator III	33.45	
13047	Librarian	30.28	
13050	Library Aide/Clerk	13.49	***
13054	Library Information Technology Systems Administrator	25.71	
13058	Library Technician	18.56	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.13	
13071	Photographer I	19.42	
13072	Photographer II	22.61	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	16.85	
13110	Video Teleconference Technician	21.17	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.74	
14042	Computer Operator II	19.20	
14043	Computer Operator III	21.16	
14044	Computer Operator IV	23.46	

14045	Computer Operator V		25.58
14071	Computer Programmer I	(see 1)	22.61
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.74
14160	Personal Computer Support Technician		23.46
14170	System Support Specialist		25.58

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.52	
15020	Aircrew Training Devices Instructor (Rated)	39.35	
15030	Air Crew Training Devices Instructor (Pilot)	45.62	
15050	Computer Based Training Specialist / Instructor	32.52	
15060	Educational Technologist	38.16	
15070	Flight Instructor (Pilot)	45.62	
15080	Graphic Artist	25.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.13	
15086	Maintenance Test Pilot, Rotary Wing	45.13	
15088	Non-Maintenance Test/Co-Pilot	45.13	
15090	Technical Instructor	24.59	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.18	
19040	Tool And Die Maker	29.03	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.65	
21030	Material Coordinator	24.54	
21040	Material Expediter	24.54	
21050	Material Handling Laborer	15.81	***
21071	Order Filler	16.78	
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	17.70	
21130	Shipping/Receiving Clerk	17.70	
21140	Store Worker I	18.66	
21150	Stock Clerk	23.49	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	27.20	
23019	Aircraft Logs and Records Technician	22.27	

23021	Aircraft Mechanic I	26.35
23022	Aircraft Mechanic II	27.20
23023	Aircraft Mechanic III	28.07
23040	Aircraft Mechanic Helper	19.51
23050	Aircraft, Painter	25.57
23060	Aircraft Servicer	22.27
23070	Aircraft Survival Flight Equipment Technician	25.57
23080	Aircraft Worker	23.38
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.38
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.35
23110	Appliance Mechanic	23.56
23120	Bicycle Repairer	20.86
23125	Cable Splicer	46.77
23130	Carpenter, Maintenance	25.65
23140	Carpet Layer	25.15
23160	Electrician, Maintenance	32.65
23181	Electronics Technician Maintenance I	29.07
23182	Electronics Technician Maintenance II	30.23
23183	Electronics Technician Maintenance III	31.68
23260	Fabric Worker	23.75
23290	Fire Alarm System Mechanic	26.30
23310	Fire Extinguisher Repairer	22.37
23311	Fuel Distribution System Mechanic	36.79
23312	Fuel Distribution System Operator	30.80
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	26.35
23381	Ground Support Equipment Servicer	22.27
23382	Ground Support Equipment Worker	23.38
23391	Gunsmith I	22.37
23392	Gunsmith II	24.10
23393	Gunsmith III	25.75
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.61
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.40
23430	Heavy Equipment Mechanic	29.63
23440	Heavy Equipment Operator	25.52
23460	Instrument Mechanic	28.93
23465	Laboratory/Shelter Mechanic	24.89
23470	Laborer	16.69
23510	Locksmith	23.77
23530	Machinery Maintenance Mechanic	28.66
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.73
23591	Metrology Technician I	28.93
23592	Metrology Technician II	29.73
23593	Metrology Technician III	30.69
23640	Millwright	34.10
23710	Office Appliance Repairer	24.76
23760	Painter, Maintenance	26.60
23790	Pipefitter, Maintenance	29.87
23810	Plumber, Maintenance	29.24
23820	Pneudraulic Systems Mechanic	25.75
23850	Rigger	25.94
23870	Scale Mechanic	24.10
23890	Sheet-Metal Worker, Maintenance	29.24
23910	Small Engine Mechanic	23.98
23931	Telecommunications Mechanic I	26.78
23932	Telecommunications Mechanic II	27.49
23950	Telephone Lineman	25.23
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	25.34
23970	Woodcraft Worker	26.30
23980	Woodworker	22.37

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.48	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	12.21	***

24620	Family Readiness And Support Services Coordinator	17.48
24630	Homemaker	19.20

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.80	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	30.80	
25190	Ventilation Equipment Tender	24.27	
25210	Water Treatment Plant Operator	25.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.73	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	23.72	
27030	Detection Dog Handler	18.96	
27040	Detention Officer	28.15	
27070	Firefighter	21.27	
27101	Guard I	14.74	***
27102	Guard II	18.96	
27131	Police Officer I	27.65	
27132	Police Officer II	30.72	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.46	***
28042	Carnival Equipment Repairer	15.38	***
28043	Carnival Worker	12.22	***
28210	Gate Attendant/Gate Tender	17.23	
28310	Lifeguard	17.30	
28350	Park Attendant (Aide)	19.27	
28510	Recreation Aide/Health Facility Attendant	14.04	***
28515	Recreation Specialist	23.83	
28630	Sports Official	15.35	***
28690	Swimming Pool Operator	20.87	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	30.05	
29020	Hatch Tender	30.05	
29030	Line Handler	30.05	
29041	Stevedore I	29.04	
29042	Stevedore II	31.10	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	28.90	
30051	Cryogenic Technician I	28.99	
30052	Cryogenic Technician II	32.03	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	18.36	
30082	Engineering Technician II	21.64	
30083	Engineering Technician III	24.21	
30084	Engineering Technician IV	30.00	
30085	Engineering Technician V	36.70	

30086	Engineering Technician VI	44.38
30090	Environmental Technician	26.03
30095	Evidence Control Specialist	26.18
30210	Laboratory Technician	21.54
30221	Latent Fingerprint Technician I	28.99
30222	Latent Fingerprint Technician II	32.03
30240	Mathematical Technician	29.47
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67
30364	Paralegal/Legal Assistant IV	40.75
30375	Petroleum Supply Specialist	32.03
30390	Photo-Optics Technician	28.08
30395	Radiation Control Technician	32.03
30461	Technical Writer I	26.50
30462	Technical Writer II	32.41
30463	Technical Writer III	39.22
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	29.34
30502	Weather Forecaster II	35.70
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.05
30621	Weather Observer, Senior	(see 2) 27.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	14.42	***
31030	Bus Driver	18.45	
31043	Driver Courier	17.03	
31260	Parking and Lot Attendant	13.35	***
31290	Shuttle Bus Driver	18.55	
31310	Taxi Driver	16.58	
31361	Truckdriver, Light	18.08	
31362	Truckdriver, Medium	19.61	
31363	Truckdriver, Heavy	22.42	
31364	Truckdriver, Tractor-Trailer	22.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.41	***
99050	Desk Clerk	11.33	***
99095	Embalmer	31.89	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	13.77	***
99252	Laboratory Animal Caretaker II	15.32	***
99260	Marketing Analyst	28.48	
99310	Mortician	31.89	
99410	Pest Controller	20.39	
99510	Photofinishing Worker	15.49	***
99710	Recycling Laborer	21.26	
99711	Recycling Specialist	24.42	
99730	Refuse Collector	19.70	
99810	Sales Clerk	13.30	***
99820	School Crossing Guard	12.13	***
99830	Survey Party Chief	24.89	
99831	Surveying Aide	14.27	***
99832	Surveying Technician	21.85	
99840	Vending Machine Attendant	24.49	
99841	Vending Machine Repairer	28.56	
99842	Vending Machine Repairer Helper	24.49	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4881

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Newaygo, Oceana, Osceola, Sanilac, Shiawassee, Tuscola

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.31	
01012	Accounting Clerk II	18.30	
01013	Accounting Clerk III	20.47	
01020	Administrative Assistant	26.46	
01035	Court Reporter	21.35	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	16.42	
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	15.80	***
01052	Data Entry Operator II	17.24	
01060	Dispatcher, Motor Vehicle	22.28	
01070	Document Preparation Clerk	15.19	***
01090	Duplicating Machine Operator	15.19	***
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	21.96	
01141	Messenger Courier	14.15	***
01191	Order Clerk I	16.02	***
01192	Order Clerk II	17.48	

01261	Personnel Assistant (Employment) I	18.30	
01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	22.77	
01290	Rental Clerk	15.99	***
01300	Scheduler, Maintenance	17.61	
01311	Secretary I	17.61	
01312	Secretary II	19.70	
01313	Secretary III	21.96	
01320	Service Order Dispatcher	19.91	
01410	Supply Technician	26.46	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	14.13	***
01532	Travel Clerk II	15.27	***
01533	Travel Clerk III	16.55	
01611	Word Processor I	17.15	
01612	Word Processor II	19.25	
01613	Word Processor III	21.54	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.12	
05010	Automotive Electrician	20.97	
05040	Automotive Glass Installer	20.17	
05070	Automotive Worker	20.17	
05110	Mobile Equipment Servicer	18.40	
05130	Motor Equipment Metal Mechanic	21.98	
05160	Motor Equipment Metal Worker	20.17	
05190	Motor Vehicle Mechanic	21.98	
05220	Motor Vehicle Mechanic Helper	17.65	
05250	Motor Vehicle Upholstery Worker	19.27	
05280	Motor Vehicle Wrecker	20.17	
05310	Painter, Automotive	20.97	
05340	Radiator Repair Specialist	20.17	
05370	Tire Repairer	18.49	
05400	Transmission Repair Specialist	21.98	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.59	***
07041	Cook I	14.32	***
07042	Cook II	15.70	***
07070	Dishwasher	10.98	***
07130	Food Service Worker	12.07	***
07210	Meat Cutter	15.27	***
07260	Waiter/Waitress	11.67	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.10	
09040	Furniture Handler	17.69	
09080	Furniture Refinisher	23.21	
09090	Furniture Refinisher Helper	20.01	
09110	Furniture Repairer, Minor	21.93	
09130	Upholsterer	21.10	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.70	***
11060	Elevator Operator	14.18	***
11090	Gardener	17.01	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.28	***
11240	Maid or Houseman	12.78	***
11260	Pruner	13.20	***
11270	Tractor Operator	16.10	***

11330	Trail Maintenance Worker	14.28	***
11360	Window Cleaner	15.31	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.40	
12011	Breath Alcohol Technician	20.87	
12012	Certified Occupational Therapist Assistant	28.63	
12015	Certified Physical Therapist Assistant	24.77	
12020	Dental Assistant	19.16	
12025	Dental Hygienist	32.04	
12030	EKG Technician	28.84	
12035	Electroneurodiagnostic Technologist	28.84	
12040	Emergency Medical Technician	19.40	
12071	Licensed Practical Nurse I	18.66	
12072	Licensed Practical Nurse II	20.87	
12073	Licensed Practical Nurse III	23.26	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.17	
12160	Medical Record Clerk	16.88	
12190	Medical Record Technician	19.57	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	37.02	
12221	Nursing Assistant I	13.14	***
12222	Nursing Assistant II	14.76	***
12223	Nursing Assistant III	16.11	***
12224	Nursing Assistant IV	18.09	
12235	Optical Dispenser	17.04	
12236	Optical Technician	18.66	
12250	Pharmacy Technician	15.98	***
12280	Phlebotomist	17.61	
12305	Radiologic Technologist	28.81	
12311	Registered Nurse I	27.50	
12312	Registered Nurse II	33.64	
12313	Registered Nurse II, Specialist	33.64	
12314	Registered Nurse III	40.71	
12315	Registered Nurse III, Anesthetist	40.71	
12316	Registered Nurse IV	48.78	
12317	Scheduler (Drug and Alcohol Testing)	25.85	
12320	Substance Abuse Treatment Counselor	28.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	12.12	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	17.30	
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	16.85	
13110	Video Teleconference Technician	20.18	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.68	***
14042	Computer Operator II	17.53	
14043	Computer Operator III	19.54	

14044	Computer Operator IV		21.72
14045	Computer Operator V		24.05
14071	Computer Programmer I	(see 1)	22.45
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.68 ***
14160	Personal Computer Support Technician		21.72
14170	System Support Specialist		24.99

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.78	
15020	Aircrew Training Devices Instructor (Rated)		37.24	
15030	Air Crew Training Devices Instructor (Pilot)		44.63	
15050	Computer Based Training Specialist / Instructor		30.78	
15060	Educational Technologist		38.16	
15070	Flight Instructor (Pilot)		44.63	
15080	Graphic Artist		22.92	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		45.13	
15086	Maintenance Test Pilot, Rotary Wing		45.13	
15088	Non-Maintenance Test/Co-Pilot		45.13	
15090	Technical Instructor		20.16	
15095	Technical Instructor/Course Developer		24.64	
15110	Test Proctor		16.29	
15120	Tutor		16.29	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.11	
19040	Tool And Die Maker		25.86	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.74	
21030	Material Coordinator		22.77	
21040	Material Expediter		22.77	
21050	Material Handling Laborer		15.81	***
21071	Order Filler		17.47	
21080	Production Line Worker (Food Processing)		20.74	
21110	Shipping Packer		19.25	
21130	Shipping/Receiving Clerk		19.25	
21140	Store Worker I		18.66	
21150	Stock Clerk		23.49	
21210	Tools And Parts Attendant		20.74	
21410	Warehouse Specialist		20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.97	

23019	Aircraft Logs and Records Technician	20.92	
23021	Aircraft Mechanic I	23.05	
23022	Aircraft Mechanic II	23.97	
23023	Aircraft Mechanic III	24.93	
23040	Aircraft Mechanic Helper	19.55	
23050	Aircraft, Painter	25.66	
23060	Aircraft Servicer	20.92	
23070	Aircraft Survival Flight Equipment Technician	25.66	
23080	Aircraft Worker	21.61	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.61	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.05	
23110	Appliance Mechanic	21.10	
23120	Bicycle Repairer	20.86	
23125	Cable Splicer	46.77	
23130	Carpenter, Maintenance	23.21	
23140	Carpet Layer	22.47	
23160	Electrician, Maintenance	29.53	
23181	Electronics Technician Maintenance I	29.07	
23182	Electronics Technician Maintenance II	30.23	
23183	Electronics Technician Maintenance III	31.68	
23260	Fabric Worker	21.85	
23290	Fire Alarm System Mechanic	24.91	
23310	Fire Extinguisher Repairer	20.86	
23311	Fuel Distribution System Mechanic	36.79	
23312	Fuel Distribution System Operator	30.80	
23370	General Maintenance Worker	18.58	
23380	Ground Support Equipment Mechanic	23.05	
23381	Ground Support Equipment Servicer	20.92	
23382	Ground Support Equipment Worker	21.61	
23391	Gunsmith I	20.86	
23392	Gunsmith II	22.86	
23393	Gunsmith III	24.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.42	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.28	
23430	Heavy Equipment Mechanic	24.71	
23440	Heavy Equipment Operator	23.61	
23460	Instrument Mechanic	24.91	
23465	Laboratory/Shelter Mechanic	23.77	
23470	Laborer	15.81	***
23510	Locksmith	23.77	
23530	Machinery Maintenance Mechanic	25.13	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	17.01	
23591	Metrology Technician I	24.91	
23592	Metrology Technician II	25.87	
23593	Metrology Technician III	26.90	
23640	Millwright	32.40	
23710	Office Appliance Repairer	21.95	
23760	Painter, Maintenance	21.10	
23790	Pipefitter, Maintenance	28.95	
23810	Plumber, Maintenance	25.41	
23820	Pneudraulic Systems Mechanic	24.91	
23850	Rigger	24.91	
23870	Scale Mechanic	22.86	
23890	Sheet-Metal Worker, Maintenance	24.41	
23910	Small Engine Mechanic	21.57	
23931	Telecommunications Mechanic I	23.59	
23932	Telecommunications Mechanic II	24.42	
23950	Telephone Lineman	23.04	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	23.04	
23970	Woodcraft Worker	24.91	
23980	Woodworker	20.86	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.48	***
24570	Child Care Attendant	11.39	***
24580	Child Care Center Clerk	14.20	***

24610	Chore Aide	12.21	***
24620	Family Readiness And Support Services Coordinator	15.48	***
24630	Homemaker	15.90	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.41	
25040	Sewage Plant Operator	24.79	
25070	Stationary Engineer	27.41	
25190	Ventilation Equipment Tender	21.57	
25210	Water Treatment Plant Operator	24.79	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.53	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	22.91	
27030	Detection Dog Handler	17.04	
27040	Detention Officer	28.15	
27070	Firefighter	18.68	
27101	Guard I	14.74	***
27102	Guard II	17.04	
27131	Police Officer I	25.58	
27132	Police Officer II	28.44	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.46	***
28042	Carnival Equipment Repairer	15.38	***
28043	Carnival Worker	11.67	***
28210	Gate Attendant/Gate Tender	17.23	
28310	Lifeguard	15.39	***
28350	Park Attendant (Aide)	19.27	
28510	Recreation Aide/Health Facility Attendant	14.63	***
28515	Recreation Specialist	23.83	
28630	Sports Official	15.35	***
28690	Swimming Pool Operator	19.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.72	
29020	Hatch Tender	27.72	
29030	Line Handler	27.72	
29041	Stevedore I	26.93	
29042	Stevedore II	28.96	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	18.98	
30022	Archeological Technician II	21.22	
30023	Archeological Technician III	26.18	
30030	Cartographic Technician	26.30	
30040	Civil Engineering Technician	28.90	
30051	Cryogenic Technician I	28.99	
30052	Cryogenic Technician II	32.03	
30061	Drafter/CAD Operator I	18.98	
30062	Drafter/CAD Operator II	21.22	
30063	Drafter/CAD Operator III	23.66	
30064	Drafter/CAD Operator IV	29.12	
30081	Engineering Technician I	17.03	
30082	Engineering Technician II	19.12	
30083	Engineering Technician III	21.39	
30084	Engineering Technician IV	26.50	

30085	Engineering Technician V		32.41
30086	Engineering Technician VI		39.22
30090	Environmental Technician		26.30
30095	Evidence Control Specialist		26.18
30210	Laboratory Technician		21.97
30221	Latent Fingerprint Technician I		28.99
30222	Latent Fingerprint Technician II		32.03
30240	Mathematical Technician		28.93
30361	Paralegal/Legal Assistant I		22.22
30362	Paralegal/Legal Assistant II		27.53
30363	Paralegal/Legal Assistant III		33.67
30364	Paralegal/Legal Assistant IV		40.75
30375	Petroleum Supply Specialist		32.03
30390	Photo-Optics Technician		26.30
30395	Radiation Control Technician		32.03
30461	Technical Writer I		26.18
30462	Technical Writer II		32.03
30463	Technical Writer III		38.74
30491	Unexploded Ordnance (UXO) Technician I		28.85
30492	Unexploded Ordnance (UXO) Technician II		34.91
30493	Unexploded Ordnance (UXO) Technician III		41.84
30494	Unexploded (UXO) Safety Escort		28.85
30495	Unexploded (UXO) Sweep Personnel		28.85
30501	Weather Forecaster I		29.34
30502	Weather Forecaster II		35.70
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	23.66
30621	Weather Observer, Senior	(see 2)	26.18

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	13.99	***
31030	Bus Driver	17.89	
31043	Driver Courier	15.79	***
31260	Parking and Lot Attendant	13.35	***
31290	Shuttle Bus Driver	16.75	
31310	Taxi Driver	16.89	
31361	Truckdriver, Light	16.75	
31362	Truckdriver, Medium	17.56	
31363	Truckdriver, Heavy	22.42	
31364	Truckdriver, Tractor-Trailer	22.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.41	***
99050	Desk Clerk	11.33	***
99095	Embalmer	31.98	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	13.60	***
99252	Laboratory Animal Caretaker II	14.47	***
99260	Marketing Analyst	28.48	
99310	Mortician	31.98	
99410	Pest Controller	20.50	
99510	Photofinishing Worker	15.16	***
99710	Recycling Laborer	21.26	
99711	Recycling Specialist	24.42	
99730	Refuse Collector	19.70	
99810	Sales Clerk	13.04	***
99820	School Crossing Guard	12.13	***
99830	Survey Party Chief	22.93	
99831	Surveying Aide	13.10	***
99832	Surveying Technician	19.59	
99840	Vending Machine Attendant	24.49	
99841	Vending Machine Repairer	28.50	
99842	Vending Machine Repairer Helper	24.49	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4883

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Branch, Hillsdale, Ionia, Saint Joseph

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.31	
01012	Accounting Clerk II	18.30	
01013	Accounting Clerk III	20.47	
01020	Administrative Assistant	26.46	
01035	Court Reporter	21.35	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	16.42	
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	15.80	***
01052	Data Entry Operator II	17.24	
01060	Dispatcher, Motor Vehicle	22.28	
01070	Document Preparation Clerk	15.19	***
01090	Duplicating Machine Operator	15.19	***
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	21.96	
01141	Messenger Courier	14.15	***
01191	Order Clerk I	16.02	***
01192	Order Clerk II	17.48	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	22.77	
01290	Rental Clerk	15.88	***
01300	Scheduler, Maintenance	17.61	
01311	Secretary I	17.61	
01312	Secretary II	19.70	
01313	Secretary III	21.96	
01320	Service Order Dispatcher	19.91	
01410	Supply Technician	26.46	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	14.13	***
01532	Travel Clerk II	15.27	***
01533	Travel Clerk III	16.55	
01611	Word Processor I	17.15	
01612	Word Processor II	19.25	
01613	Word Processor III	21.54	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.06	
05010	Automotive Electrician	21.05	
05040	Automotive Glass Installer	20.17	
05070	Automotive Worker	20.17	
05110	Mobile Equipment Servicer	18.40	
05130	Motor Equipment Metal Mechanic	22.06	
05160	Motor Equipment Metal Worker	20.17	
05190	Motor Vehicle Mechanic	22.06	
05220	Motor Vehicle Mechanic Helper	17.30	
05250	Motor Vehicle Upholstery Worker	19.27	
05280	Motor Vehicle Wrecker	20.17	
05310	Painter, Automotive	21.05	
05340	Radiator Repair Specialist	20.17	
05370	Tire Repairer	17.62	
05400	Transmission Repair Specialist	22.06	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.67	
07041	Cook I	16.28	
07042	Cook II	17.67	
07070	Dishwasher	13.43	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	17.67	
07260	Waiter/Waitress	14.12	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	17.47	
09080	Furniture Refinisher	22.69	
09090	Furniture Refinisher Helper	19.67	
09110	Furniture Repairer, Minor	21.93	
09130	Upholsterer	20.63	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.70	***
11060	Elevator Operator	14.18	***
11090	Gardener	17.44	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.28	***
11240	Maid or Houseman	12.78	***
11260	Pruner	14.77	***
11270	Tractor Operator	16.39	
11330	Trail Maintenance Worker	14.28	***

11360	Window Cleaner	15.31	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.26	
12011	Breath Alcohol Technician	20.87	
12012	Certified Occupational Therapist Assistant	28.63	
12015	Certified Physical Therapist Assistant	24.77	
12020	Dental Assistant	19.16	
12025	Dental Hygienist	32.04	
12030	EKG Technician	28.84	
12035	Electroneurodiagnostic Technologist	28.84	
12040	Emergency Medical Technician	19.26	
12071	Licensed Practical Nurse I	18.66	
12072	Licensed Practical Nurse II	20.87	
12073	Licensed Practical Nurse III	23.26	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	16.88	
12190	Medical Record Technician	19.57	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	37.02	
12221	Nursing Assistant I	13.14	***
12222	Nursing Assistant II	14.76	***
12223	Nursing Assistant III	16.11	***
12224	Nursing Assistant IV	18.09	
12235	Optical Dispenser	16.98	
12236	Optical Technician	18.66	
12250	Pharmacy Technician	16.83	
12280	Phlebotomist	17.61	
12305	Radiologic Technologist	28.81	
12311	Registered Nurse I	27.50	
12312	Registered Nurse II	33.64	
12313	Registered Nurse II, Specialist	33.64	
12314	Registered Nurse III	40.71	
12315	Registered Nurse III, Anesthetist	40.71	
12316	Registered Nurse IV	48.78	
12317	Scheduler (Drug and Alcohol Testing)	25.85	
12320	Substance Abuse Treatment Counselor	28.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.85	
13012	Exhibits Specialist II	22.12	
13013	Exhibits Specialist III	27.06	
13041	Illustrator I	17.85	
13042	Illustrator II	22.12	
13043	Illustrator III	27.06	
13047	Librarian	24.50	
13050	Library Aide/Clerk	13.54	***
13054	Library Information Technology Systems Administrator	22.12	
13058	Library Technician	15.19	***
13061	Media Specialist I	15.96	***
13062	Media Specialist II	17.85	
13063	Media Specialist III	19.90	
13071	Photographer I	16.10	***
13072	Photographer II	17.05	
13073	Photographer III	20.11	
13074	Photographer IV	24.60	
13075	Photographer V	29.76	
13090	Technical Order Library Clerk	16.85	
13110	Video Teleconference Technician	20.18	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.12	
14042	Computer Operator II	19.15	
14043	Computer Operator III	21.36	
14044	Computer Operator IV	23.73	

14045	Computer Operator V		26.27
14071	Computer Programmer I	(see 1)	22.61
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.12
14160	Personal Computer Support Technician		23.73
14170	System Support Specialist		26.27

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.13	
15020	Aircrew Training Devices Instructor (Rated)		37.66	
15030	Air Crew Training Devices Instructor (Pilot)		45.13	
15050	Computer Based Training Specialist / Instructor		31.13	
15060	Educational Technologist		38.16	
15070	Flight Instructor (Pilot)		45.13	
15080	Graphic Artist		22.92	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		45.13	
15086	Maintenance Test Pilot, Rotary Wing		45.13	
15088	Non-Maintenance Test/Co-Pilot		45.13	
15090	Technical Instructor		24.30	
15095	Technical Instructor/Course Developer		29.73	
15110	Test Proctor		19.97	
15120	Tutor		19.97	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.49	***
16030	Counter Attendant		11.49	***
16040	Dry Cleaner		15.09	***
16070	Finisher, Flatwork, Machine		11.49	***
16090	Presser, Hand		11.49	***
16110	Presser, Machine, Drycleaning		11.49	***
16130	Presser, Machine, Shirts		11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.49	***
16190	Sewing Machine Operator		16.37	
16220	Tailor		17.60	
16250	Washer, Machine		12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.43	
19040	Tool And Die Maker		25.52	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.32	
21030	Material Coordinator		22.77	
21040	Material Expediter		22.77	
21050	Material Handling Laborer		15.81	***
21071	Order Filler		16.79	
21080	Production Line Worker (Food Processing)		20.02	
21110	Shipping Packer		17.70	
21130	Shipping/Receiving Clerk		17.70	
21140	Store Worker I		18.66	
21150	Stock Clerk		23.49	
21210	Tools And Parts Attendant		19.32	
21410	Warehouse Specialist		19.79	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.93	
23019	Aircraft Logs and Records Technician		20.21	

23021	Aircraft Mechanic I	23.05	
23022	Aircraft Mechanic II	23.93	
23023	Aircraft Mechanic III	24.88	
23040	Aircraft Mechanic Helper	18.22	
23050	Aircraft, Painter	22.00	
23060	Aircraft Servicer	20.21	
23070	Aircraft Survival Flight Equipment Technician	22.00	
23080	Aircraft Worker	21.15	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.15	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.05	
23110	Appliance Mechanic	22.21	
23120	Bicycle Repairer	20.86	
23125	Cable Splicer	46.77	
23130	Carpenter, Maintenance	22.34	
23140	Carpet Layer	22.47	
23160	Electrician, Maintenance	26.12	
23181	Electronics Technician Maintenance I	29.07	
23182	Electronics Technician Maintenance II	30.23	
23183	Electronics Technician Maintenance III	31.68	
23260	Fabric Worker	21.85	
23290	Fire Alarm System Mechanic	24.91	
23310	Fire Extinguisher Repairer	20.86	
23311	Fuel Distribution System Mechanic	36.79	
23312	Fuel Distribution System Operator	30.80	
23370	General Maintenance Worker	19.06	
23380	Ground Support Equipment Mechanic	23.05	
23381	Ground Support Equipment Servicer	20.21	
23382	Ground Support Equipment Worker	21.15	
23391	Gunsmith I	20.86	
23392	Gunsmith II	22.86	
23393	Gunsmith III	24.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.58	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.74	
23430	Heavy Equipment Mechanic	24.71	
23440	Heavy Equipment Operator	23.61	
23460	Instrument Mechanic	24.91	
23465	Laboratory/Shelter Mechanic	23.77	
23470	Laborer	15.81	***
23510	Locksmith	23.77	
23530	Machinery Maintenance Mechanic	23.38	
23550	Machinist, Maintenance	21.59	
23580	Maintenance Trades Helper	17.35	
23591	Metrology Technician I	24.91	
23592	Metrology Technician II	25.87	
23593	Metrology Technician III	26.90	
23640	Millwright	30.11	
23710	Office Appliance Repairer	23.06	
23760	Painter, Maintenance	20.63	
23790	Pipefitter, Maintenance	26.41	
23810	Plumber, Maintenance	24.71	
23820	Pneudraulic Systems Mechanic	24.91	
23850	Rigger	24.91	
23870	Scale Mechanic	22.86	
23890	Sheet-Metal Worker, Maintenance	27.51	
23910	Small Engine Mechanic	21.57	
23931	Telecommunications Mechanic I	25.28	
23932	Telecommunications Mechanic II	26.15	
23950	Telephone Lineman	23.24	
23960	Welder, Combination, Maintenance	21.46	
23965	Well Driller	23.00	
23970	Woodcraft Worker	24.91	
23980	Woodworker	20.86	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.23	
24570	Child Care Attendant	11.59	***
24580	Child Care Center Clerk	14.45	***
24610	Chore Aide	12.62	***

24620	Family Readiness And Support Services Coordinator	16.23
24630	Homemaker	17.48

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.41	
25040	Sewage Plant Operator	24.79	
25070	Stationary Engineer	27.41	
25190	Ventilation Equipment Tender	21.75	
25210	Water Treatment Plant Operator	24.79	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.53	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	22.91	
27030	Detection Dog Handler	16.78	
27040	Detention Officer	28.15	
27070	Firefighter	17.67	
27101	Guard I	14.74	***
27102	Guard II	16.78	
27131	Police Officer I	25.98	
27132	Police Officer II	28.87	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.81	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	17.19	
28310	Lifeguard	15.09	***
28350	Park Attendant (Aide)	19.23	
28510	Recreation Aide/Health Facility Attendant	14.04	***
28515	Recreation Specialist	23.83	
28630	Sports Official	15.32	***
28690	Swimming Pool Operator	20.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.92	
29020	Hatch Tender	29.92	
29030	Line Handler	29.92	
29041	Stevedore I	28.72	
29042	Stevedore II	31.42	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	18.89	
30022	Archeological Technician II	21.13	
30023	Archeological Technician III	26.18	
30030	Cartographic Technician	26.18	
30040	Civil Engineering Technician	28.90	
30051	Cryogenic Technician I	28.99	
30052	Cryogenic Technician II	32.03	
30061	Drafter/CAD Operator I	18.89	
30062	Drafter/CAD Operator II	21.13	
30063	Drafter/CAD Operator III	23.56	
30064	Drafter/CAD Operator IV	28.99	
30081	Engineering Technician I	16.53	
30082	Engineering Technician II	18.57	
30083	Engineering Technician III	21.34	
30084	Engineering Technician IV	25.73	
30085	Engineering Technician V	31.24	

30086	Engineering Technician VI	37.80
30090	Environmental Technician	25.81
30095	Evidence Control Specialist	26.18
30210	Laboratory Technician	21.54
30221	Latent Fingerprint Technician I	28.99
30222	Latent Fingerprint Technician II	32.03
30240	Mathematical Technician	27.75
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67
30364	Paralegal/Legal Assistant IV	40.75
30375	Petroleum Supply Specialist	32.03
30390	Photo-Optics Technician	26.18
30395	Radiation Control Technician	32.03
30461	Technical Writer I	26.18
30462	Technical Writer II	32.03
30463	Technical Writer III	38.74
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	29.34
30502	Weather Forecaster II	35.70
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.56
30621	Weather Observer, Senior	(see 2) 26.49

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	13.99	***
31030	Bus Driver	17.89	
31043	Driver Courier	16.13	***
31260	Parking and Lot Attendant	13.35	***
31290	Shuttle Bus Driver	17.34	
31310	Taxi Driver	17.34	
31361	Truckdriver, Light	17.16	
31362	Truckdriver, Medium	17.98	
31363	Truckdriver, Heavy	22.42	
31364	Truckdriver, Tractor-Trailer	22.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.41	***
99050	Desk Clerk	11.59	***
99095	Embalmer	31.89	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	13.60	***
99252	Laboratory Animal Caretaker II	14.47	***
99260	Marketing Analyst	28.48	
99310	Mortician	31.89	
99410	Pest Controller	19.98	
99510	Photofinishing Worker	15.16	***
99710	Recycling Laborer	21.26	
99711	Recycling Specialist	24.42	
99730	Refuse Collector	19.70	
99810	Sales Clerk	13.04	***
99820	School Crossing Guard	12.21	***
99830	Survey Party Chief	23.88	
99831	Surveying Aide	12.54	***
99832	Surveying Technician	19.90	
99840	Vending Machine Attendant	24.49	
99841	Vending Machine Repairer	28.56	
99842	Vending Machine Repairer Helper	24.49	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4885

States/Territories. : Michigan

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Allegan

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.31	
01012	Accounting Clerk II	18.30	
01013	Accounting Clerk III	20.47	
01020	Administrative Assistant	26.46	
01035	Court Reporter	21.35	
01041	Customer Service Representative I	14.60	***
01042	Customer Service Representative II	16.42	
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	15.80	***
01052	Data Entry Operator II	17.24	
01060	Dispatcher, Motor Vehicle	22.28	
01070	Document Preparation Clerk	15.19	***
01090	Duplicating Machine Operator	15.19	***
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	21.96	
01141	Messenger Courier	14.15	***
01191	Order Clerk I	16.02	***
01192	Order Clerk II	17.48	
01261	Personnel Assistant (Employment) I	18.30	

01262	Personnel Assistant (Employment) II	20.47	
01263	Personnel Assistant (Employment) III	22.82	
01270	Production Control Clerk	22.77	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	17.61	
01311	Secretary I	17.61	
01312	Secretary II	19.70	
01313	Secretary III	21.96	
01320	Service Order Dispatcher	19.91	
01410	Supply Technician	26.46	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	14.13	***
01532	Travel Clerk II	15.27	***
01533	Travel Clerk III	16.55	
01611	Word Processor I	17.15	
01612	Word Processor II	19.25	
01613	Word Processor III	21.54	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.64	
05010	Automotive Electrician	20.97	
05040	Automotive Glass Installer	20.17	
05070	Automotive Worker	20.17	
05110	Mobile Equipment Servicer	18.40	
05130	Motor Equipment Metal Mechanic	21.98	
05160	Motor Equipment Metal Worker	20.17	
05190	Motor Vehicle Mechanic	22.59	
05220	Motor Vehicle Mechanic Helper	17.48	
05250	Motor Vehicle Upholstery Worker	19.27	
05280	Motor Vehicle Wrecker	20.17	
05310	Painter, Automotive	20.97	
05340	Radiator Repair Specialist	20.17	
05370	Tire Repairer	17.62	
05400	Transmission Repair Specialist	21.98	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.72	
07041	Cook I	15.04	***
07042	Cook II	16.72	
07070	Dishwasher	12.21	***
07130	Food Service Worker	12.21	***
07210	Meat Cutter	16.72	
07260	Waiter/Waitress	13.52	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.43	
09040	Furniture Handler	17.13	
09080	Furniture Refinisher	21.37	
09090	Furniture Refinisher Helper	19.23	
09110	Furniture Repairer, Minor	21.27	
09130	Upholsterer	19.43	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.70	***
11060	Elevator Operator	14.18	***
11090	Gardener	17.01	
11122	Housekeeping Aide	14.18	***
11150	Janitor	14.18	***
11210	Laborer, Grounds Maintenance	14.28	***
11240	Maid or Houseman	12.78	***
11260	Pruner	13.23	***
11270	Tractor Operator	16.39	
11330	Trail Maintenance Worker	14.28	***

11360	Window Cleaner	15.31	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.52	
12011	Breath Alcohol Technician	20.87	
12012	Certified Occupational Therapist Assistant	28.63	
12015	Certified Physical Therapist Assistant	24.77	
12020	Dental Assistant	19.16	
12025	Dental Hygienist	32.04	
12030	EKG Technician	28.94	
12035	Electroneurodiagnostic Technologist	28.94	
12040	Emergency Medical Technician	18.52	
12071	Licensed Practical Nurse I	18.66	
12072	Licensed Practical Nurse II	20.87	
12073	Licensed Practical Nurse III	23.26	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	16.88	
12190	Medical Record Technician	19.40	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	37.02	
12221	Nursing Assistant I	13.14	***
12222	Nursing Assistant II	14.76	***
12223	Nursing Assistant III	16.11	***
12224	Nursing Assistant IV	18.09	
12235	Optical Dispenser	16.98	
12236	Optical Technician	18.66	
12250	Pharmacy Technician	16.83	
12280	Phlebotomist	17.61	
12305	Radiologic Technologist	28.81	
12311	Registered Nurse I	27.50	
12312	Registered Nurse II	33.64	
12313	Registered Nurse II, Specialist	33.64	
12314	Registered Nurse III	40.71	
12315	Registered Nurse III, Anesthetist	40.71	
12316	Registered Nurse IV	48.78	
12317	Scheduler (Drug and Alcohol Testing)	25.85	
12320	Substance Abuse Treatment Counselor	28.87	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.50	
13012	Exhibits Specialist II	24.16	
13013	Exhibits Specialist III	29.56	
13041	Illustrator I	19.50	
13042	Illustrator II	24.16	
13043	Illustrator III	29.56	
13047	Librarian	26.75	
13050	Library Aide/Clerk	12.57	***
13054	Library Information Technology Systems Administrator	24.16	
13058	Library Technician	16.12	***
13061	Media Specialist I	17.43	
13062	Media Specialist II	19.50	
13063	Media Specialist III	21.75	
13071	Photographer I	16.53	
13072	Photographer II	18.46	
13073	Photographer III	22.04	
13074	Photographer IV	26.31	
13075	Photographer V	31.63	
13090	Technical Order Library Clerk	16.85	
13110	Video Teleconference Technician	21.17	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.22	
14042	Computer Operator II	18.14	
14043	Computer Operator III	20.23	
14044	Computer Operator IV	22.49	

14045	Computer Operator V		24.89
14071	Computer Programmer I	(see 1)	22.61
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.22
14160	Personal Computer Support Technician		22.49
14170	System Support Specialist		24.99

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	33.21	
15020	Aircrew Training Devices Instructor (Rated)	40.15	
15030	Air Crew Training Devices Instructor (Pilot)	45.13	
15050	Computer Based Training Specialist / Instructor	33.21	
15060	Educational Technologist	38.16	
15070	Flight Instructor (Pilot)	45.13	
15080	Graphic Artist	23.15	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.13	
15086	Maintenance Test Pilot, Rotary Wing	45.13	
15088	Non-Maintenance Test/Co-Pilot	45.13	
15090	Technical Instructor	20.43	
15095	Technical Instructor/Course Developer	24.99	
15110	Test Proctor	16.48	
15120	Tutor	16.48	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.72	
19040	Tool And Die Maker	25.50	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.21	
21030	Material Coordinator	22.77	
21040	Material Expediter	22.77	
21050	Material Handling Laborer	15.81	***
21071	Order Filler	15.26	***
21080	Production Line Worker (Food Processing)	20.21	
21110	Shipping Packer	17.70	
21130	Shipping/Receiving Clerk	17.70	
21140	Store Worker I	18.66	
21150	Stock Clerk	23.49	
21210	Tools And Parts Attendant	20.21	
21410	Warehouse Specialist	20.21	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.62	
23019	Aircraft Logs and Records Technician	20.34	

23021	Aircraft Mechanic I	23.56	
23022	Aircraft Mechanic II	24.62	
23023	Aircraft Mechanic III	25.70	
23040	Aircraft Mechanic Helper	18.93	
23050	Aircraft, Painter	26.83	
23060	Aircraft Servicer	20.34	
23070	Aircraft Survival Flight Equipment Technician	26.83	
23080	Aircraft Worker	21.41	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.41	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.56	
23110	Appliance Mechanic	22.58	
23120	Bicycle Repairer	20.86	
23125	Cable Splicer	46.77	
23130	Carpenter, Maintenance	21.57	
23140	Carpet Layer	22.45	
23160	Electrician, Maintenance	26.12	
23181	Electronics Technician Maintenance I	29.07	
23182	Electronics Technician Maintenance II	30.23	
23183	Electronics Technician Maintenance III	31.68	
23260	Fabric Worker	21.85	
23290	Fire Alarm System Mechanic	24.91	
23310	Fire Extinguisher Repairer	20.86	
23311	Fuel Distribution System Mechanic	36.79	
23312	Fuel Distribution System Operator	30.80	
23370	General Maintenance Worker	18.51	
23380	Ground Support Equipment Mechanic	23.56	
23381	Ground Support Equipment Servicer	20.34	
23382	Ground Support Equipment Worker	21.41	
23391	Gunsmith I	20.86	
23392	Gunsmith II	22.86	
23393	Gunsmith III	24.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.55	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.62	
23430	Heavy Equipment Mechanic	24.71	
23440	Heavy Equipment Operator	23.61	
23460	Instrument Mechanic	24.91	
23465	Laboratory/Shelter Mechanic	23.77	
23470	Laborer	15.81	***
23510	Locksmith	23.77	
23530	Machinery Maintenance Mechanic	24.08	
23550	Machinist, Maintenance	20.88	
23580	Maintenance Trades Helper	17.74	
23591	Metrology Technician I	24.91	
23592	Metrology Technician II	25.87	
23593	Metrology Technician III	26.90	
23640	Millwright	30.11	
23710	Office Appliance Repairer	21.67	
23760	Painter, Maintenance	19.93	
23790	Pipefitter, Maintenance	25.30	
23810	Plumber, Maintenance	22.62	
23820	Pneudraulic Systems Mechanic	24.91	
23850	Rigger	24.91	
23870	Scale Mechanic	22.86	
23890	Sheet-Metal Worker, Maintenance	23.29	
23910	Small Engine Mechanic	21.57	
23931	Telecommunications Mechanic I	25.67	
23932	Telecommunications Mechanic II	26.95	
23950	Telephone Lineman	24.90	
23960	Welder, Combination, Maintenance	20.88	
23965	Well Driller	23.00	
23970	Woodcraft Worker	24.91	
23980	Woodworker	20.86	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.90	***
24570	Child Care Attendant	12.09	***
24580	Child Care Center Clerk	15.07	***
24610	Chore Aide	12.21	***

24620	Family Readiness And Support Services Coordinator	15.90	***
24630	Homemaker	17.48	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	27.41	
25040	Sewage Plant Operator	24.79	
25070	Stationary Engineer	27.41	
25190	Ventilation Equipment Tender	21.20	
25210	Water Treatment Plant Operator	24.79	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.53	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	28.15	
27010	Court Security Officer	22.91	
27030	Detection Dog Handler	17.25	
27040	Detention Officer	28.15	
27070	Firefighter	19.68	
27101	Guard I	14.74	***
27102	Guard II	17.25	
27131	Police Officer I	25.98	
27132	Police Officer II	28.87	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.46	***
28042	Carnival Equipment Repairer	15.38	***
28043	Carnival Worker	12.21	***
28210	Gate Attendant/Gate Tender	17.19	
28310	Lifeguard	16.68	
28350	Park Attendant (Aide)	19.23	
28510	Recreation Aide/Health Facility Attendant	14.04	***
28515	Recreation Specialist	23.83	
28630	Sports Official	15.32	***
28690	Swimming Pool Operator	18.63	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	31.36	
29020	Hatch Tender	31.36	
29030	Line Handler	31.36	
29041	Stevedore I	29.79	
29042	Stevedore II	32.92	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	45.40	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	31.31	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.47	
30021	Archeological Technician I	19.12	
30022	Archeological Technician II	21.39	
30023	Archeological Technician III	26.50	
30030	Cartographic Technician	26.50	
30040	Civil Engineering Technician	28.90	
30051	Cryogenic Technician I	28.99	
30052	Cryogenic Technician II	32.03	
30061	Drafter/CAD Operator I	19.12	
30062	Drafter/CAD Operator II	21.39	
30063	Drafter/CAD Operator III	23.85	
30064	Drafter/CAD Operator IV	29.34	
30081	Engineering Technician I	17.03	
30082	Engineering Technician II	19.12	
30083	Engineering Technician III	21.39	
30084	Engineering Technician IV	26.50	
30085	Engineering Technician V	32.41	

30086	Engineering Technician VI	39.22
30090	Environmental Technician	25.81
30095	Evidence Control Specialist	26.18
30210	Laboratory Technician	21.54
30221	Latent Fingerprint Technician I	28.99
30222	Latent Fingerprint Technician II	32.03
30240	Mathematical Technician	29.15
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67
30364	Paralegal/Legal Assistant IV	40.75
30375	Petroleum Supply Specialist	32.03
30390	Photo-Optics Technician	26.50
30395	Radiation Control Technician	32.03
30461	Technical Writer I	26.18
30462	Technical Writer II	32.03
30463	Technical Writer III	38.74
30491	Unexploded Ordnance (UXO) Technician I	28.85
30492	Unexploded Ordnance (UXO) Technician II	34.91
30493	Unexploded Ordnance (UXO) Technician III	41.84
30494	Unexploded (UXO) Safety Escort	28.85
30495	Unexploded (UXO) Sweep Personnel	28.85
30501	Weather Forecaster I	29.34
30502	Weather Forecaster II	35.70
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.85
30621	Weather Observer, Senior	(see 2) 26.50

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.91	
31020	Bus Aide	14.86	***
31030	Bus Driver	18.85	
31043	Driver Courier	16.39	
31260	Parking and Lot Attendant	13.35	***
31290	Shuttle Bus Driver	17.36	
31310	Taxi Driver	16.71	
31361	Truckdriver, Light	17.36	
31362	Truckdriver, Medium	17.98	
31363	Truckdriver, Heavy	22.42	
31364	Truckdriver, Tractor-Trailer	22.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	17.02	
99030	Cashier	11.41	***
99050	Desk Clerk	11.33	***
99095	Embalmer	31.89	
99130	Flight Follower	28.85	
99251	Laboratory Animal Caretaker I	13.60	***
99252	Laboratory Animal Caretaker II	14.47	***
99260	Marketing Analyst	28.48	
99310	Mortician	31.89	
99410	Pest Controller	19.98	
99510	Photofinishing Worker	15.16	***
99710	Recycling Laborer	21.26	
99711	Recycling Specialist	24.42	
99730	Refuse Collector	19.70	
99810	Sales Clerk	13.04	***
99820	School Crossing Guard	12.31	***
99830	Survey Party Chief	23.29	
99831	Surveying Aide	12.85	***
99832	Surveying Technician	19.59	
99840	Vending Machine Attendant	22.40	
99841	Vending Machine Repairer	26.94	
99842	Vending Machine Repairer Helper	22.40	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5821

States/Territories. : Michigan

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Midland

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.82	***
01012	Accounting Clerk II	16.63	
01013	Accounting Clerk III	18.60	
01020	Administrative Assistant	29.98	
01035	Court Reporter	18.45	
01041	Customer Service Representative I	18.35	
01042	Customer Service Representative II	20.63	
01043	Customer Service Representative III	22.51	
01051	Data Entry Operator I	13.47	***
01052	Data Entry Operator II	14.69	***
01060	Dispatcher, Motor Vehicle	18.45	
01070	Document Preparation Clerk	14.69	***
01090	Duplicating Machine Operator	14.69	***
01111	General Clerk I	14.51	***
01112	General Clerk II	15.83	***
01113	General Clerk III	17.77	
01120	Housing Referral Assistant	20.57	
01141	Messenger Courier	11.98	***
01191	Order Clerk I	14.47	***
01192	Order Clerk II	15.80	***
01261	Personnel Assistant (Employment) I	16.72	

01262	Personnel Assistant (Employment) II	18.70	
01263	Personnel Assistant (Employment) III	20.86	
01270	Production Control Clerk	28.12	
01290	Rental Clerk	14.55	***
01300	Scheduler, Maintenance	16.49	
01311	Secretary I	16.49	
01312	Secretary II	18.45	
01313	Secretary III	20.57	
01320	Service Order Dispatcher	16.49	
01410	Supply Technician	29.98	
01420	Survey Worker	17.83	
01460	Switchboard Operator/Receptionist	14.19	***
01531	Travel Clerk I	14.64	***
01532	Travel Clerk II	15.88	***
01533	Travel Clerk III	17.11	
01611	Word Processor I	14.69	***
01612	Word Processor II	16.49	
01613	Word Processor III	18.45	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.66	
05010	Automotive Electrician	20.14	
05040	Automotive Glass Installer	19.51	
05070	Automotive Worker	19.51	
05110	Mobile Equipment Servicer	18.27	
05130	Motor Equipment Metal Mechanic	20.76	
05160	Motor Equipment Metal Worker	19.51	
05190	Motor Vehicle Mechanic	20.76	
05220	Motor Vehicle Mechanic Helper	17.65	
05250	Motor Vehicle Upholstery Worker	18.89	
05280	Motor Vehicle Wrecker	19.51	
05310	Painter, Automotive	20.14	
05340	Radiator Repair Specialist	19.51	
05370	Tire Repairer	16.81	
05400	Transmission Repair Specialist	20.76	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.28	
07041	Cook I	14.45	***
07042	Cook II	15.84	***
07070	Dishwasher	11.21	***
07130	Food Service Worker	11.90	***
07210	Meat Cutter	15.57	***
07260	Waiter/Waitress	12.46	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.50	
09040	Furniture Handler	17.69	
09080	Furniture Refinisher	24.50	
09090	Furniture Refinisher Helper	20.26	
09110	Furniture Repairer, Minor	22.70	
09130	Upholsterer	24.50	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.46	***
11060	Elevator Operator	13.92	***
11090	Gardener	16.96	
11122	Housekeeping Aide	13.92	***
11150	Janitor	13.92	***
11210	Laborer, Grounds Maintenance	14.31	***
11240	Maid or Houseman	13.05	***
11260	Pruner	13.20	***
11270	Tractor Operator	16.10	***
11330	Trail Maintenance Worker	14.31	***

11360	Window Cleaner	15.05	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	23.10	
12011	Breath Alcohol Technician	23.10	
12012	Certified Occupational Therapist Assistant	31.70	
12015	Certified Physical Therapist Assistant	25.87	
12020	Dental Assistant	22.22	
12025	Dental Hygienist	32.55	
12030	EKG Technician	35.01	
12035	Electroneurodiagnostic Technologist	35.01	
12040	Emergency Medical Technician	23.10	
12071	Licensed Practical Nurse I	20.66	
12072	Licensed Practical Nurse II	23.10	
12073	Licensed Practical Nurse III	25.75	
12100	Medical Assistant	16.65	
12130	Medical Laboratory Technician	20.66	
12160	Medical Record Clerk	18.61	
12190	Medical Record Technician	23.78	
12195	Medical Transcriptionist	20.66	
12210	Nuclear Medicine Technologist	50.78	
12221	Nursing Assistant I	12.71	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.50	
12235	Optical Dispenser	23.10	
12236	Optical Technician	20.66	
12250	Pharmacy Technician	14.72	***
12280	Phlebotomist	20.66	
12305	Radiologic Technologist	33.66	
12311	Registered Nurse I	24.89	
12312	Registered Nurse II	30.45	
12313	Registered Nurse II, Specialist	30.45	
12314	Registered Nurse III	36.83	
12315	Registered Nurse III, Anesthetist	36.83	
12316	Registered Nurse IV	44.16	
12317	Scheduler (Drug and Alcohol Testing)	28.62	
12320	Substance Abuse Treatment Counselor	28.55	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	14.46	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	15.73	***
13061	Media Specialist I	16.32	
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	18.16	
13110	Video Teleconference Technician	16.32	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.20	***
14042	Computer Operator II	15.89	***
14043	Computer Operator III	17.72	
14044	Computer Operator IV	19.69	

14045	Computer Operator V		21.80
14071	Computer Programmer I	(see 1)	20.41
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.91 ***
14160	Personal Computer Support Technician		19.69
14170	System Support Specialist		23.98

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.03	
15020	Aircrew Training Devices Instructor (Rated)	37.53	
15030	Air Crew Training Devices Instructor (Pilot)	44.99	
15050	Computer Based Training Specialist / Instructor	31.03	
15060	Educational Technologist	28.71	
15070	Flight Instructor (Pilot)	44.99	
15080	Graphic Artist	23.23	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.99	
15086	Maintenance Test Pilot, Rotary Wing	44.99	
15088	Non-Maintenance Test/Co-Pilot	44.99	
15090	Technical Instructor	20.16	
15095	Technical Instructor/Course Developer	24.64	
15110	Test Proctor	16.29	
15120	Tutor	16.29	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	11.49	***
16030	Counter Attendant	11.49	***
16040	Dry Cleaner	15.09	***
16070	Finisher, Flatwork, Machine	11.49	***
16090	Presser, Hand	11.49	***
16110	Presser, Machine, Drycleaning	11.49	***
16130	Presser, Machine, Shirts	11.49	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.49	***
16190	Sewing Machine Operator	16.37	
16220	Tailor	17.60	
16250	Washer, Machine	12.73	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.28	
19040	Tool And Die Maker	28.20	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.74	
21030	Material Coordinator	28.12	
21040	Material Expediter	28.12	
21050	Material Handling Laborer	15.24	***
21071	Order Filler	15.88	***
21080	Production Line Worker (Food Processing)	20.74	
21110	Shipping Packer	21.18	
21130	Shipping/Receiving Clerk	21.18	
21140	Store Worker I	19.39	
21150	Stock Clerk	24.66	
21210	Tools And Parts Attendant	20.74	
21410	Warehouse Specialist	20.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.40	
23019	Aircraft Logs and Records Technician	22.52	

23021	Aircraft Mechanic I	25.54	
23022	Aircraft Mechanic II	26.40	
23023	Aircraft Mechanic III	27.41	
23040	Aircraft Mechanic Helper	20.10	
23050	Aircraft, Painter	25.66	
23060	Aircraft Servicer	22.52	
23070	Aircraft Survival Flight Equipment Technician	25.66	
23080	Aircraft Worker	23.48	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.48	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.54	
23110	Appliance Mechanic	24.28	
23120	Bicycle Repairer	21.42	
23125	Cable Splicer	25.56	
23130	Carpenter, Maintenance	23.21	
23140	Carpet Layer	23.48	
23160	Electrician, Maintenance	29.53	
23181	Electronics Technician Maintenance I	23.48	
23182	Electronics Technician Maintenance II	24.28	
23183	Electronics Technician Maintenance III	25.54	
23260	Fabric Worker	22.52	
23290	Fire Alarm System Mechanic	25.54	
23310	Fire Extinguisher Repairer	21.43	
23311	Fuel Distribution System Mechanic	25.56	
23312	Fuel Distribution System Operator	21.43	
23370	General Maintenance Worker	18.59	
23380	Ground Support Equipment Mechanic	25.54	
23381	Ground Support Equipment Servicer	22.52	
23382	Ground Support Equipment Worker	23.48	
23391	Gunsmith I	21.43	
23392	Gunsmith II	23.48	
23393	Gunsmith III	25.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.16	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.85	
23430	Heavy Equipment Mechanic	28.53	
23440	Heavy Equipment Operator	29.44	
23460	Instrument Mechanic	25.54	
23465	Laboratory/Shelter Mechanic	24.28	
23470	Laborer	15.09	***
23510	Locksmith	24.28	
23530	Machinery Maintenance Mechanic	33.44	
23550	Machinist, Maintenance	23.04	
23580	Maintenance Trades Helper	20.10	
23591	Metrology Technician I	25.54	
23592	Metrology Technician II	26.40	
23593	Metrology Technician III	27.41	
23640	Millwright	32.40	
23710	Office Appliance Repairer	24.28	
23760	Painter, Maintenance	22.27	
23790	Pipefitter, Maintenance	30.99	
23810	Plumber, Maintenance	28.72	
23820	Pneudraulic Systems Mechanic	25.54	
23850	Rigger	25.54	
23870	Scale Mechanic	23.48	
23890	Sheet-Metal Worker, Maintenance	24.41	
23910	Small Engine Mechanic	23.48	
23931	Telecommunications Mechanic I	25.54	
23932	Telecommunications Mechanic II	26.40	
23950	Telephone Lineman	25.54	
23960	Welder, Combination, Maintenance	22.10	
23965	Well Driller	25.54	
23970	Woodcraft Worker	25.54	
23980	Woodworker	21.43	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.60	***
24570	Child Care Attendant	11.46	***
24580	Child Care Center Clerk	14.28	***
24610	Chore Aide	11.58	***

24620	Family Readiness And Support Services Coordinator	14.60	***
24630	Homemaker	14.60	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.56	
25040	Sewage Plant Operator	24.28	
25070	Stationary Engineer	25.56	
25190	Ventilation Equipment Tender	20.10	
25210	Water Treatment Plant Operator	24.28	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.11	
27007	Baggage Inspector	15.00	***
27008	Corrections Officer	20.44	
27010	Court Security Officer	20.76	
27030	Detection Dog Handler	18.74	
27040	Detention Officer	20.44	
27070	Firefighter	20.14	
27101	Guard I	15.00	***
27102	Guard II	18.74	
27131	Police Officer I	28.56	
27132	Police Officer II	31.74	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.81	***
28042	Carnival Equipment Repairer	15.79	***
28043	Carnival Worker	11.85	***
28210	Gate Attendant/Gate Tender	17.30	
28310	Lifeguard	15.30	***
28350	Park Attendant (Aide)	19.36	
28510	Recreation Aide/Health Facility Attendant	14.13	***
28515	Recreation Specialist	23.42	
28630	Sports Official	15.41	***
28690	Swimming Pool Operator	19.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.48	
29020	Hatch Tender	23.48	
29030	Line Handler	23.48	
29041	Stevedore I	22.52	
29042	Stevedore II	24.28	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.25	
30022	Archeological Technician II	19.29	
30023	Archeological Technician III	23.43	
30030	Cartographic Technician	23.91	
30040	Civil Engineering Technician	22.19	
30051	Cryogenic Technician I	21.59	
30052	Cryogenic Technician II	23.85	
30061	Drafter/CAD Operator I	17.25	
30062	Drafter/CAD Operator II	19.29	
30063	Drafter/CAD Operator III	21.51	
30064	Drafter/CAD Operator IV	26.47	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	

30086	Engineering Technician VI	37.66
30090	Environmental Technician	23.91
30095	Evidence Control Specialist	19.49
30210	Laboratory Technician	24.27
30221	Latent Fingerprint Technician I	21.59
30222	Latent Fingerprint Technician II	23.85
30240	Mathematical Technician	23.91
30361	Paralegal/Legal Assistant I	18.52
30362	Paralegal/Legal Assistant II	22.93
30363	Paralegal/Legal Assistant III	28.06
30364	Paralegal/Legal Assistant IV	33.95
30375	Petroleum Supply Specialist	23.85
30390	Photo-Optics Technician	23.91
30395	Radiation Control Technician	23.85
30461	Technical Writer I	23.33
30462	Technical Writer II	28.56
30463	Technical Writer III	33.42
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.47
30502	Weather Forecaster II	32.20
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.51
30621	Weather Observer, Senior	(see 2) 23.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.05	***
31030	Bus Driver	19.44	
31043	Driver Courier	15.79	***
31260	Parking and Lot Attendant	13.88	***
31290	Shuttle Bus Driver	16.49	
31310	Taxi Driver	18.45	
31361	Truckdriver, Light	16.13	***
31362	Truckdriver, Medium	17.53	
31363	Truckdriver, Heavy	23.19	
31364	Truckdriver, Tractor-Trailer	23.19	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.61	***
99050	Desk Clerk	15.47	***
99095	Embalmer	31.98	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.10	***
99252	Laboratory Animal Caretaker II	16.97	
99260	Marketing Analyst	28.73	
99310	Mortician	31.98	
99410	Pest Controller	29.59	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	22.91	
99711	Recycling Specialist	26.41	
99730	Refuse Collector	21.13	
99810	Sales Clerk	13.21	***
99820	School Crossing Guard	21.13	
99830	Survey Party Chief	20.26	
99831	Surveying Aide	11.58	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	26.41	
99841	Vending Machine Repairer	30.85	
99842	Vending Machine Repairer Helper	26.41	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)
(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week

if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees

for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of

Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4939

States/Territories. : Minnesota

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Minnesota, Wisconsin

Area: Minnesota Counties of Carlton, St Louis

Wisconsin County of Douglas

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.28	
01012	Accounting Clerk II	18.29	
01013	Accounting Clerk III	20.45	
01020	Administrative Assistant	29.26	
01035	Court Reporter	20.02	
01041	Customer Service Representative I	14.50	***
01042	Customer Service Representative II	15.82	***
01043	Customer Service Representative III	17.77	
01051	Data Entry Operator I	12.27	***
01052	Data Entry Operator II	13.46	***
01060	Dispatcher, Motor Vehicle	26.03	
01070	Document Preparation Clerk	20.28	
01090	Duplicating Machine Operator	20.28	
01111	General Clerk I	14.90	***
01112	General Clerk II	16.26	
01113	General Clerk III	18.27	
01120	Housing Referral Assistant	22.33	
01141	Messenger Courier	14.83	***
01191	Order Clerk I	15.38	***
01192	Order Clerk II	16.78	

01261	Personnel Assistant (Employment) I	18.01	
01262	Personnel Assistant (Employment) II	20.14	
01263	Personnel Assistant (Employment) III	22.45	
01270	Production Control Clerk	28.89	
01290	Rental Clerk	14.36	***
01300	Scheduler, Maintenance	17.90	
01311	Secretary I	17.90	
01312	Secretary II	20.02	
01313	Secretary III	22.33	
01320	Service Order Dispatcher	23.25	
01410	Supply Technician	29.26	
01420	Survey Worker	18.02	
01460	Switchboard Operator/Receptionist	14.23	***
01531	Travel Clerk I	15.15	***
01532	Travel Clerk II	16.38	
01533	Travel Clerk III	17.58	
01611	Word Processor I	15.35	***
01612	Word Processor II	17.24	
01613	Word Processor III	19.27	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.67	
05010	Automotive Electrician	21.38	
05040	Automotive Glass Installer	20.53	
05070	Automotive Worker	20.53	
05110	Mobile Equipment Servicer	18.65	
05130	Motor Equipment Metal Mechanic	22.12	
05160	Motor Equipment Metal Worker	20.53	
05190	Motor Vehicle Mechanic	22.12	
05220	Motor Vehicle Mechanic Helper	17.65	
05250	Motor Vehicle Upholstery Worker	19.62	
05280	Motor Vehicle Wrecker	20.53	
05310	Painter, Automotive	21.38	
05340	Radiator Repair Specialist	20.53	
05370	Tire Repairer	15.54	***
05400	Transmission Repair Specialist	22.12	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.21	***
07041	Cook I	15.14	***
07042	Cook II	16.67	
07070	Dishwasher	11.48	***
07130	Food Service Worker	13.79	***
07210	Meat Cutter	19.87	
07260	Waiter/Waitress	11.56	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.02	
09040	Furniture Handler	16.56	
09080	Furniture Refinisher	23.02	
09090	Furniture Refinisher Helper	19.10	
09110	Furniture Repairer, Minor	21.01	
09130	Upholsterer	23.02	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.07	***
11060	Elevator Operator	15.85	***
11090	Gardener	17.43	
11122	Housekeeping Aide	15.85	***
11150	Janitor	15.85	***
11210	Laborer, Grounds Maintenance	14.67	***
11240	Maid or Houseman	13.29	***
11260	Pruner	13.72	***
11270	Tractor Operator	16.50	

11330	Trail Maintenance Worker	14.67	***
11360	Window Cleaner	17.01	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.63	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	27.58	
12015	Certified Physical Therapist Assistant	27.40	
12020	Dental Assistant	22.86	
12025	Dental Hygienist	34.78	
12030	EKG Technician	33.23	
12035	Electroneurodiagnostic Technologist	33.23	
12040	Emergency Medical Technician	16.63	
12071	Licensed Practical Nurse I	18.00	
12072	Licensed Practical Nurse II	20.14	
12073	Licensed Practical Nurse III	22.45	
12100	Medical Assistant	20.33	
12130	Medical Laboratory Technician	27.02	
12160	Medical Record Clerk	21.33	
12190	Medical Record Technician	23.87	
12195	Medical Transcriptionist	23.15	
12210	Nuclear Medicine Technologist	44.26	
12221	Nursing Assistant I	12.14	***
12222	Nursing Assistant II	13.65	***
12223	Nursing Assistant III	14.89	***
12224	Nursing Assistant IV	16.71	
12235	Optical Dispenser	18.03	
12236	Optical Technician	18.00	
12250	Pharmacy Technician	17.61	
12280	Phlebotomist	18.24	
12305	Radiologic Technologist	31.31	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	29.71	
12313	Registered Nurse II, Specialist	29.71	
12314	Registered Nurse III	35.94	
12315	Registered Nurse III, Anesthetist	35.94	
12316	Registered Nurse IV	43.08	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	22.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.78	
13012	Exhibits Specialist II	28.23	
13013	Exhibits Specialist III	34.53	
13041	Illustrator I	22.78	
13042	Illustrator II	28.23	
13043	Illustrator III	34.53	
13047	Librarian	31.26	
13050	Library Aide/Clerk	16.92	
13054	Library Information Technology Systems Administrator	28.23	
13058	Library Technician	22.39	
13061	Media Specialist I	20.38	
13062	Media Specialist II	22.78	
13063	Media Specialist III	25.40	
13071	Photographer I	20.38	
13072	Photographer II	22.78	
13073	Photographer III	28.23	
13074	Photographer IV	34.53	
13075	Photographer V	41.78	
13090	Technical Order Library Clerk	21.24	
13110	Video Teleconference Technician	21.18	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.38	
14042	Computer Operator II	21.68	
14043	Computer Operator III	24.30	

14044	Computer Operator IV		27.01
14045	Computer Operator V		29.91
14071	Computer Programmer I	(see 1)	20.75
14072	Computer Programmer II	(see 1)	25.70
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.38
14160	Personal Computer Support Technician		27.01
14170	System Support Specialist		30.17

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.33	
15020	Aircrew Training Devices Instructor (Rated)		37.89	
15030	Air Crew Training Devices Instructor (Pilot)		45.43	
15050	Computer Based Training Specialist / Instructor		31.33	
15060	Educational Technologist		35.52	
15070	Flight Instructor (Pilot)		45.43	
15080	Graphic Artist		20.68	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		45.43	
15086	Maintenance Test Pilot, Rotary Wing		45.43	
15088	Non-Maintenance Test/Co-Pilot		45.43	
15090	Technical Instructor		22.78	
15095	Technical Instructor/Course Developer		27.87	
15110	Test Proctor		18.39	
15120	Tutor		18.39	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		15.81	***
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		16.74	
16220	Tailor		17.69	
16250	Washer, Machine		14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		30.42	
19040	Tool And Die Maker		34.89	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		22.86	
21030	Material Coordinator		28.89	
21040	Material Expediter		28.89	
21050	Material Handling Laborer		18.04	
21071	Order Filler		14.08	***
21080	Production Line Worker (Food Processing)		22.86	
21110	Shipping Packer		18.27	
21130	Shipping/Receiving Clerk		18.27	
21140	Store Worker I		18.25	
21150	Stock Clerk		22.15	
21210	Tools And Parts Attendant		22.86	
21410	Warehouse Specialist		22.86	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.47	

23019	Aircraft Logs and Records Technician	27.06
23021	Aircraft Mechanic I	30.50
23022	Aircraft Mechanic II	31.47
23023	Aircraft Mechanic III	32.54
23040	Aircraft Mechanic Helper	24.33
23050	Aircraft, Painter	29.48
23060	Aircraft Servicer	27.06
23070	Aircraft Survival Flight Equipment Technician	29.48
23080	Aircraft Worker	28.30
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.30
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.50
23110	Appliance Mechanic	30.42
23120	Bicycle Repairer	25.80
23125	Cable Splicer	46.56
23130	Carpenter, Maintenance	24.46
23140	Carpet Layer	29.20
23160	Electrician, Maintenance	35.25
23181	Electronics Technician Maintenance I	33.90
23182	Electronics Technician Maintenance II	35.31
23183	Electronics Technician Maintenance III	36.53
23260	Fabric Worker	27.91
23290	Fire Alarm System Mechanic	30.44
23310	Fire Extinguisher Repairer	26.53
23311	Fuel Distribution System Mechanic	36.53
23312	Fuel Distribution System Operator	30.80
23370	General Maintenance Worker	22.52
23380	Ground Support Equipment Mechanic	30.50
23381	Ground Support Equipment Servicer	27.06
23382	Ground Support Equipment Worker	28.30
23391	Gunsmith I	26.53
23392	Gunsmith II	29.20
23393	Gunsmith III	31.47
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.48
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.35
23430	Heavy Equipment Mechanic	30.34
23440	Heavy Equipment Operator	32.21
23460	Instrument Mechanic	31.47
23465	Laboratory/Shelter Mechanic	30.42
23470	Laborer	18.04
23510	Locksmith	30.42
23530	Machinery Maintenance Mechanic	33.63
23550	Machinist, Maintenance	24.87
23580	Maintenance Trades Helper	18.28
23591	Metrology Technician I	31.47
23592	Metrology Technician II	32.48
23593	Metrology Technician III	33.58
23640	Millwright	36.30
23710	Office Appliance Repairer	22.14
23760	Painter, Maintenance	32.11
23790	Pipefitter, Maintenance	36.87
23810	Plumber, Maintenance	35.36
23820	Pneudraulic Systems Mechanic	31.47
23850	Rigger	31.47
23870	Scale Mechanic	29.20
23890	Sheet-Metal Worker, Maintenance	32.73
23910	Small Engine Mechanic	24.56
23931	Telecommunications Mechanic I	28.66
23932	Telecommunications Mechanic II	29.58
23950	Telephone Lineman	30.50
23960	Welder, Combination, Maintenance	27.21
23965	Well Driller	29.23
23970	Woodcraft Worker	31.47
23980	Woodworker	26.53

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.48	
24570	Child Care Attendant	12.69	***
24580	Child Care Center Clerk	15.83	***

24610	Chore Aide	13.75	***
24620	Family Readiness And Support Services Coordinator	18.48	
24630	Homemaker	18.89	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.41	
25040	Sewage Plant Operator	30.39	
25070	Stationary Engineer	30.41	
25190	Ventilation Equipment Tender	24.26	
25210	Water Treatment Plant Operator	30.39	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	28.50	
27007	Baggage Inspector	15.15	***
27008	Corrections Officer	25.90	
27010	Court Security Officer	24.25	
27030	Detection Dog Handler	16.94	
27040	Detention Officer	25.90	
27070	Firefighter	22.81	
27101	Guard I	15.15	***
27102	Guard II	16.94	
27131	Police Officer I	29.18	
27132	Police Officer II	32.43	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.74	***
28042	Carnival Equipment Repairer	15.58	***
28043	Carnival Worker	12.18	***
28210	Gate Attendant/Gate Tender	17.27	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	19.31	
28510	Recreation Aide/Health Facility Attendant	14.09	***
28515	Recreation Specialist	23.93	
28630	Sports Official	15.38	***
28690	Swimming Pool Operator	17.14	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	30.11	
29020	Hatch Tender	30.11	
29030	Line Handler	30.11	
29041	Stevedore I	28.79	
29042	Stevedore II	31.37	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.57	
30022	Archeological Technician II	20.77	
30023	Archeological Technician III	25.74	
30030	Cartographic Technician	25.74	
30040	Civil Engineering Technician	32.45	
30051	Cryogenic Technician I	28.50	
30052	Cryogenic Technician II	31.49	
30061	Drafter/CAD Operator I	18.57	
30062	Drafter/CAD Operator II	20.77	
30063	Drafter/CAD Operator III	23.16	
30064	Drafter/CAD Operator IV	28.50	
30081	Engineering Technician I	16.44	
30082	Engineering Technician II	18.45	
30083	Engineering Technician III	20.64	
30084	Engineering Technician IV	25.57	

30085	Engineering Technician V	31.28
30086	Engineering Technician VI	37.84
30090	Environmental Technician	24.26
30095	Evidence Control Specialist	25.74
30210	Laboratory Technician	25.96
30221	Latent Fingerprint Technician I	28.50
30222	Latent Fingerprint Technician II	31.49
30240	Mathematical Technician	25.74
30361	Paralegal/Legal Assistant I	18.88
30362	Paralegal/Legal Assistant II	23.39
30363	Paralegal/Legal Assistant III	28.61
30364	Paralegal/Legal Assistant IV	34.62
30375	Petroleum Supply Specialist	31.49
30390	Photo-Optics Technician	25.74
30395	Radiation Control Technician	31.49
30461	Technical Writer I	25.74
30462	Technical Writer II	31.49
30463	Technical Writer III	38.08
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.50
30502	Weather Forecaster II	34.67
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.16
30621	Weather Observer, Senior	(see 2) 25.74

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.04	***
31030	Bus Driver	20.05	
31043	Driver Courier	19.84	
31260	Parking and Lot Attendant	12.55	***
31290	Shuttle Bus Driver	17.49	
31310	Taxi Driver	16.99	
31361	Truckdriver, Light	20.97	
31362	Truckdriver, Medium	22.06	
31363	Truckdriver, Heavy	27.75	
31364	Truckdriver, Tractor-Trailer	27.75	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	12.82	***
99050	Desk Clerk	13.63	***
99095	Embalmer	31.81	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.80	
99252	Laboratory Animal Caretaker II	17.81	
99260	Marketing Analyst	31.37	
99310	Mortician	31.81	
99410	Pest Controller	26.10	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	24.28	
99711	Recycling Specialist	27.30	
99730	Refuse Collector	22.71	
99810	Sales Clerk	13.54	***
99820	School Crossing Guard	19.53	
99830	Survey Party Chief	26.65	
99831	Surveying Aide	17.90	
99832	Surveying Technician	23.41	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	24.00	
99842	Vending Machine Repairer Helper	21.65	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4941

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Houston

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.08	***
01012	Accounting Clerk II	16.92	
01013	Accounting Clerk III	18.93	
01020	Administrative Assistant	28.92	
01035	Court Reporter	18.29	
01041	Customer Service Representative I	14.46	***
01042	Customer Service Representative II	15.78	***
01043	Customer Service Representative III	17.73	
01051	Data Entry Operator I	16.04	***
01052	Data Entry Operator II	17.50	
01060	Dispatcher, Motor Vehicle	23.85	
01070	Document Preparation Clerk	15.98	***
01090	Duplicating Machine Operator	15.98	***
01111	General Clerk I	14.63	***
01112	General Clerk II	15.96	***
01113	General Clerk III	17.91	
01120	Housing Referral Assistant	20.39	
01141	Messenger Courier	14.51	***
01191	Order Clerk I	15.05	***
01192	Order Clerk II	16.58	
01261	Personnel Assistant (Employment) I	16.35	

01262	Personnel Assistant (Employment) II	18.28	
01263	Personnel Assistant (Employment) III	20.38	
01270	Production Control Clerk	22.82	
01290	Rental Clerk	15.36	***
01300	Scheduler, Maintenance	16.35	
01311	Secretary I	16.35	
01312	Secretary II	18.29	
01313	Secretary III	20.39	
01320	Service Order Dispatcher	21.33	
01410	Supply Technician	28.92	
01420	Survey Worker	18.29	
01460	Switchboard Operator/Receptionist	17.28	
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	16.84	
01533	Travel Clerk III	18.10	
01611	Word Processor I	14.57	***
01612	Word Processor II	16.35	
01613	Word Processor III	18.29	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.72	
05010	Automotive Electrician	21.31	
05040	Automotive Glass Installer	20.20	
05070	Automotive Worker	20.20	
05110	Mobile Equipment Servicer	18.01	
05130	Motor Equipment Metal Mechanic	22.39	
05160	Motor Equipment Metal Worker	20.20	
05190	Motor Vehicle Mechanic	22.39	
05220	Motor Vehicle Mechanic Helper	16.91	
05250	Motor Vehicle Upholstery Worker	19.10	
05280	Motor Vehicle Wrecker	20.20	
05310	Painter, Automotive	21.31	
05340	Radiator Repair Specialist	20.20	
05370	Tire Repairer	16.76	
05400	Transmission Repair Specialist	22.39	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.79	***
07041	Cook I	14.66	***
07042	Cook II	16.44	
07070	Dishwasher	10.72	***
07130	Food Service Worker	12.98	***
07210	Meat Cutter	18.55	
07260	Waiter/Waitress	11.08	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.32	
09040	Furniture Handler	15.30	***
09080	Furniture Refinisher	21.92	
09090	Furniture Refinisher Helper	17.71	
09110	Furniture Repairer, Minor	20.01	
09130	Upholsterer	22.01	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.68	***
11060	Elevator Operator	14.55	***
11090	Gardener	19.71	
11122	Housekeeping Aide	14.55	***
11150	Janitor	14.55	***
11210	Laborer, Grounds Maintenance	16.06	***
11240	Maid or Houseman	12.91	***
11260	Pruner	14.85	***
11270	Tractor Operator	18.52	
11330	Trail Maintenance Worker	16.06	***

11360	Window Cleaner	15.79	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.94	
12011	Breath Alcohol Technician	20.28	
12012	Certified Occupational Therapist Assistant	24.35	
12015	Certified Physical Therapist Assistant	23.93	
12020	Dental Assistant	21.77	
12025	Dental Hygienist	37.70	
12030	EKG Technician	30.74	
12035	Electroneurodiagnostic Technologist	30.74	
12040	Emergency Medical Technician	19.94	
12071	Licensed Practical Nurse I	18.13	
12072	Licensed Practical Nurse II	20.28	
12073	Licensed Practical Nurse III	22.61	
12100	Medical Assistant	19.08	
12130	Medical Laboratory Technician	27.62	
12160	Medical Record Clerk	19.16	
12190	Medical Record Technician	21.93	
12195	Medical Transcriptionist	18.13	
12210	Nuclear Medicine Technologist	44.58	
12221	Nursing Assistant I	12.52	***
12222	Nursing Assistant II	14.07	***
12223	Nursing Assistant III	15.35	***
12224	Nursing Assistant IV	17.23	
12235	Optical Dispenser	17.87	
12236	Optical Technician	18.13	
12250	Pharmacy Technician	17.61	
12280	Phlebotomist	17.46	
12305	Radiologic Technologist	29.89	
12311	Registered Nurse I	24.37	
12312	Registered Nurse II	29.81	
12313	Registered Nurse II, Specialist	29.81	
12314	Registered Nurse III	36.06	
12315	Registered Nurse III, Anesthetist	36.06	
12316	Registered Nurse IV	43.23	
12317	Scheduler (Drug and Alcohol Testing)	25.13	
12320	Substance Abuse Treatment Counselor	20.71	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.69	
13012	Exhibits Specialist II	25.64	
13013	Exhibits Specialist III	31.36	
13041	Illustrator I	20.69	
13042	Illustrator II	25.64	
13043	Illustrator III	31.36	
13047	Librarian	28.39	
13050	Library Aide/Clerk	19.12	
13054	Library Information Technology Systems Administrator	25.64	
13058	Library Technician	19.38	
13061	Media Specialist I	18.50	
13062	Media Specialist II	20.69	
13063	Media Specialist III	23.07	
13071	Photographer I	16.94	
13072	Photographer II	18.94	
13073	Photographer III	23.46	
13074	Photographer IV	28.70	
13075	Photographer V	33.26	
13090	Technical Order Library Clerk	24.02	
13110	Video Teleconference Technician	18.50	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.60	
14042	Computer Operator II	20.80	
14043	Computer Operator III	23.20	
14044	Computer Operator IV	25.77	

14045	Computer Operator V		28.53
14071	Computer Programmer I	(see 1)	19.24
14072	Computer Programmer II	(see 1)	23.85
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.60
14160	Personal Computer Support Technician		25.77
14170	System Support Specialist		30.16

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.08	
15020	Aircrew Training Devices Instructor (Rated)	37.59	
15030	Air Crew Training Devices Instructor (Pilot)	45.07	
15050	Computer Based Training Specialist / Instructor	31.08	
15060	Educational Technologist	29.33	
15070	Flight Instructor (Pilot)	45.07	
15080	Graphic Artist	22.90	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.67	
15086	Maintenance Test Pilot, Rotary Wing	43.67	
15088	Non-Maintenance Test/Co-Pilot	43.67	
15090	Technical Instructor	21.76	
15095	Technical Instructor/Course Developer	26.62	
15110	Test Proctor	17.56	
15120	Tutor	17.56	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.81	***
16030	Counter Attendant	13.81	***
16040	Dry Cleaner	15.81	***
16070	Finisher, Flatwork, Machine	13.81	***
16090	Presser, Hand	13.81	***
16110	Presser, Machine, Drycleaning	13.81	***
16130	Presser, Machine, Shirts	13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.81	***
16190	Sewing Machine Operator	16.74	
16220	Tailor	17.69	
16250	Washer, Machine	14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	22.36	
19040	Tool And Die Maker	26.96	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.64	
21030	Material Coordinator	22.82	
21040	Material Expediter	22.82	
21050	Material Handling Laborer	18.09	
21071	Order Filler	13.63	***
21080	Production Line Worker (Food Processing)	19.64	
21110	Shipping Packer	17.58	
21130	Shipping/Receiving Clerk	17.58	
21140	Store Worker I	14.83	***
21150	Stock Clerk	19.13	
21210	Tools And Parts Attendant	19.64	
21410	Warehouse Specialist	19.64	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.20	
23019	Aircraft Logs and Records Technician	25.38	

23021	Aircraft Mechanic I	29.76
23022	Aircraft Mechanic II	31.20
23023	Aircraft Mechanic III	32.67
23040	Aircraft Mechanic Helper	22.46
23050	Aircraft, Painter	28.31
23060	Aircraft Servicer	25.38
23070	Aircraft Survival Flight Equipment Technician	28.31
23080	Aircraft Worker	26.84
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.84
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110	Appliance Mechanic	28.31
23120	Bicycle Repairer	20.28
23125	Cable Splicer	31.34
23130	Carpenter, Maintenance	25.83
23140	Carpet Layer	26.84
23160	Electrician, Maintenance	33.16
23181	Electronics Technician Maintenance I	26.84
23182	Electronics Technician Maintenance II	28.31
23183	Electronics Technician Maintenance III	29.76
23260	Fabric Worker	25.38
23290	Fire Alarm System Mechanic	29.76
23310	Fire Extinguisher Repairer	23.92
23311	Fuel Distribution System Mechanic	29.76
23312	Fuel Distribution System Operator	23.92
23370	General Maintenance Worker	22.03
23380	Ground Support Equipment Mechanic	29.76
23381	Ground Support Equipment Servicer	25.38
23382	Ground Support Equipment Worker	26.84
23391	Gunsmith I	23.92
23392	Gunsmith II	26.84
23393	Gunsmith III	29.76
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.63
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.08
23430	Heavy Equipment Mechanic	28.77
23440	Heavy Equipment Operator	34.38
23460	Instrument Mechanic	29.76
23465	Laboratory/Shelter Mechanic	28.31
23470	Laborer	18.09
23510	Locksmith	28.31
23530	Machinery Maintenance Mechanic	24.94
23550	Machinist, Maintenance	24.91
23580	Maintenance Trades Helper	18.98
23591	Metrology Technician I	29.76
23592	Metrology Technician II	31.20
23593	Metrology Technician III	32.67
23640	Millwright	29.76
23710	Office Appliance Repairer	25.39
23760	Painter, Maintenance	18.17
23790	Pipefitter, Maintenance	37.63
23810	Plumber, Maintenance	35.80
23820	Pneudraulic Systems Mechanic	29.76
23850	Rigger	29.76
23870	Scale Mechanic	26.84
23890	Sheet-Metal Worker, Maintenance	28.45
23910	Small Engine Mechanic	24.56
23931	Telecommunications Mechanic I	28.16
23932	Telecommunications Mechanic II	29.54
23950	Telephone Lineman	29.76
23960	Welder, Combination, Maintenance	22.51
23965	Well Driller	29.76
23970	Woodcraft Worker	29.76
23980	Woodworker	23.92

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	21.92	
24570	Child Care Attendant	11.63	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	13.63	***

24620	Family Readiness And Support Services Coordinator	21.92
24630	Homemaker	21.92

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.76	
25040	Sewage Plant Operator	27.96	
25070	Stationary Engineer	29.76	
25190	Ventilation Equipment Tender	22.46	
25210	Water Treatment Plant Operator	27.96	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.13	
27007	Baggage Inspector	15.96	***
27008	Corrections Officer	26.30	
27010	Court Security Officer	22.69	
27030	Detection Dog Handler	17.85	
27040	Detention Officer	26.30	
27070	Firefighter	21.74	
27101	Guard I	15.96	***
27102	Guard II	17.85	
27131	Police Officer I	26.25	
27132	Police Officer II	29.17	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.36	***
28042	Carnival Equipment Repairer	14.23	***
28043	Carnival Worker	10.64	***
28210	Gate Attendant/Gate Tender	16.06	***
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	17.96	
28510	Recreation Aide/Health Facility Attendant	13.10	***
28515	Recreation Specialist	18.79	
28630	Sports Official	14.30	***
28690	Swimming Pool Operator	16.40	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.84	
29020	Hatch Tender	26.84	
29030	Line Handler	26.84	
29041	Stevedore I	25.38	
29042	Stevedore II	28.31	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.68	
30022	Archeological Technician II	20.90	
30023	Archeological Technician III	25.90	
30030	Cartographic Technician	25.90	
30040	Civil Engineering Technician	28.40	
30051	Cryogenic Technician I	28.68	
30052	Cryogenic Technician II	31.68	
30061	Drafter/CAD Operator I	18.68	
30062	Drafter/CAD Operator II	20.90	
30063	Drafter/CAD Operator III	23.30	
30064	Drafter/CAD Operator IV	28.68	
30081	Engineering Technician I	16.21	
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.37	
30084	Engineering Technician IV	25.22	
30085	Engineering Technician V	30.77	

30086	Engineering Technician VI	37.34
30090	Environmental Technician	25.90
30095	Evidence Control Specialist	25.90
30210	Laboratory Technician	23.30
30221	Latent Fingerprint Technician I	28.68
30222	Latent Fingerprint Technician II	31.68
30240	Mathematical Technician	25.90
30361	Paralegal/Legal Assistant I	20.70
30362	Paralegal/Legal Assistant II	25.64
30363	Paralegal/Legal Assistant III	31.37
30364	Paralegal/Legal Assistant IV	37.95
30375	Petroleum Supply Specialist	31.68
30390	Photo-Optics Technician	25.90
30395	Radiation Control Technician	31.68
30461	Technical Writer I	25.90
30462	Technical Writer II	31.68
30463	Technical Writer III	38.32
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.68
30502	Weather Forecaster II	34.88
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.30
30621	Weather Observer, Senior	(see 2) 25.90

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	17.46	
31030	Bus Driver	22.84	
31043	Driver Courier	16.50	
31260	Parking and Lot Attendant	15.62	***
31290	Shuttle Bus Driver	15.97	***
31310	Taxi Driver	13.20	***
31361	Truckdriver, Light	17.57	
31362	Truckdriver, Medium	18.64	
31363	Truckdriver, Heavy	25.12	
31364	Truckdriver, Tractor-Trailer	25.12	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	12.34	***
99050	Desk Clerk	12.72	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.53	
99252	Laboratory Animal Caretaker II	17.71	
99260	Marketing Analyst	26.58	
99310	Mortician	26.22	
99410	Pest Controller	22.06	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.43	
99711	Recycling Specialist	22.49	
99730	Refuse Collector	17.96	
99810	Sales Clerk	12.69	***
99820	School Crossing Guard	15.55	***
99830	Survey Party Chief	24.88	
99831	Surveying Aide	14.55	***
99832	Surveying Technician	19.00	
99840	Vending Machine Attendant	19.77	
99841	Vending Machine Repairer	23.33	
99842	Vending Machine Repairer Helper	19.77	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4945

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, St Croix

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.45	
01012	Accounting Clerk II	20.70	
01013	Accounting Clerk III	23.16	
01020	Administrative Assistant	30.26	
01035	Court Reporter	33.97	
01041	Customer Service Representative I	18.15	
01042	Customer Service Representative II	19.80	
01043	Customer Service Representative III	22.22	
01051	Data Entry Operator I	16.06	***
01052	Data Entry Operator II	17.52	
01060	Dispatcher, Motor Vehicle	23.30	
01070	Document Preparation Clerk	19.95	
01090	Duplicating Machine Operator	19.95	
01111	General Clerk I	15.98	***
01112	General Clerk II	17.44	
01113	General Clerk III	19.57	
01120	Housing Referral Assistant	25.20	
01141	Messenger Courier	16.82	
01191	Order Clerk I	16.86	

01192	Order Clerk II	18.40
01261	Personnel Assistant (Employment) I	20.05
01262	Personnel Assistant (Employment) II	22.42
01263	Personnel Assistant (Employment) III	24.99
01270	Production Control Clerk	25.28
01290	Rental Clerk	16.80
01300	Scheduler, Maintenance	20.21
01311	Secretary I	20.21
01312	Secretary II	22.61
01313	Secretary III	25.20
01320	Service Order Dispatcher	20.83
01410	Supply Technician	30.26
01420	Survey Worker	21.69
01460	Switchboard Operator/Receptionist	17.16
01531	Travel Clerk I	20.13
01532	Travel Clerk II	21.63
01533	Travel Clerk III	23.23
01611	Word Processor I	18.10
01612	Word Processor II	20.32
01613	Word Processor III	22.73

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.68	
05010	Automotive Electrician	23.04	
05040	Automotive Glass Installer	22.07	
05070	Automotive Worker	22.07	
05110	Mobile Equipment Servicer	19.89	
05130	Motor Equipment Metal Mechanic	24.00	
05160	Motor Equipment Metal Worker	22.07	
05190	Motor Vehicle Mechanic	24.00	
05220	Motor Vehicle Mechanic Helper	18.56	
05250	Motor Vehicle Upholstery Worker	21.17	
05280	Motor Vehicle Wrecker	22.07	
05310	Painter, Automotive	23.04	
05340	Radiator Repair Specialist	22.07	
05370	Tire Repairer	17.68	
05400	Transmission Repair Specialist	24.00	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.75	
07041	Cook I	17.70	
07042	Cook II	19.64	
07070	Dishwasher	13.18	***
07130	Food Service Worker	15.14	***
07210	Meat Cutter	20.01	
07260	Waiter/Waitress	12.71	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.89	
09040	Furniture Handler	16.13	***
09080	Furniture Refinisher	19.90	
09090	Furniture Refinisher Helper	18.07	
09110	Furniture Repairer, Minor	19.60	
09130	Upholsterer	22.62	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.14	***
11060	Elevator Operator	15.69	***
11090	Gardener	22.55	
11122	Housekeeping Aide	16.87	
11150	Janitor	16.87	
11210	Laborer, Grounds Maintenance	18.12	
11240	Maid or Houseman	15.02	***
11260	Pruner	16.66	

11270	Tractor Operator	21.05
11330	Trail Maintenance Worker	18.12
11360	Window Cleaner	18.35

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.24	
12011	Breath Alcohol Technician	22.24	
12012	Certified Occupational Therapist Assistant	28.18	
12015	Certified Physical Therapist Assistant	29.59	
12020	Dental Assistant	28.77	
12025	Dental Hygienist	39.60	
12030	EKG Technician	36.06	
12035	Electroneurodiagnostic Technologist	36.06	
12040	Emergency Medical Technician	22.24	
12071	Licensed Practical Nurse I	20.01	
12072	Licensed Practical Nurse II	22.38	
12073	Licensed Practical Nurse III	24.94	
12100	Medical Assistant	22.89	
12130	Medical Laboratory Technician	28.63	
12160	Medical Record Clerk	25.40	
12190	Medical Record Technician	28.41	
12195	Medical Transcriptionist	23.46	
12210	Nuclear Medicine Technologist	45.85	
12221	Nursing Assistant I	13.43	***
12222	Nursing Assistant II	15.09	***
12223	Nursing Assistant III	16.47	
12224	Nursing Assistant IV	18.50	
12235	Optical Dispenser	22.12	
12236	Optical Technician	18.59	
12250	Pharmacy Technician	21.26	
12280	Phlebotomist	19.31	
12305	Radiologic Technologist	36.06	
12311	Registered Nurse I	29.71	
12312	Registered Nurse II	36.35	
12313	Registered Nurse II, Specialist	36.35	
12314	Registered Nurse III	43.98	
12315	Registered Nurse III, Anesthetist	43.98	
12316	Registered Nurse IV	52.71	
12317	Scheduler (Drug and Alcohol Testing)	27.55	
12320	Substance Abuse Treatment Counselor	25.29	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.07	
13012	Exhibits Specialist II	26.14	
13013	Exhibits Specialist III	31.93	
13041	Illustrator I	22.71	
13042	Illustrator II	28.14	
13043	Illustrator III	34.42	
13047	Librarian	33.12	
13050	Library Aide/Clerk	19.49	
13054	Library Information Technology Systems Administrator	29.03	
13058	Library Technician	22.26	
13061	Media Specialist I	20.94	
13062	Media Specialist II	23.42	
13063	Media Specialist III	26.11	
13071	Photographer I	19.32	
13072	Photographer II	21.62	
13073	Photographer III	26.77	
13074	Photographer IV	32.74	
13075	Photographer V	39.61	
13090	Technical Order Library Clerk	24.49	
13110	Video Teleconference Technician	26.93	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.56	
14042	Computer Operator II	23.00	

14043	Computer Operator III	25.64
14044	Computer Operator IV	28.50
14045	Computer Operator V	31.56
14071	Computer Programmer I (see 1)	26.47
14072	Computer Programmer II (see 1)	nan
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	20.56
14160	Personal Computer Support Technician	28.50
14170	System Support Specialist	32.93

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	34.82	
15020	Aircrew Training Devices Instructor (Rated)	40.50	
15030	Air Crew Training Devices Instructor (Pilot)	48.56	
15050	Computer Based Training Specialist / Instructor	34.82	
15060	Educational Technologist	37.44	
15070	Flight Instructor (Pilot)	48.56	
15080	Graphic Artist	28.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.56	
15086	Maintenance Test Pilot, Rotary Wing	48.56	
15088	Non-Maintenance Test/Co-Pilot	48.56	
15090	Technical Instructor	30.12	
15095	Technical Instructor/Course Developer	36.84	
15110	Test Proctor	24.30	
15120	Tutor	24.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.81	***
16030	Counter Attendant	13.81	***
16040	Dry Cleaner	16.48	
16070	Finisher, Flatwork, Machine	13.81	***
16090	Presser, Hand	13.81	***
16110	Presser, Machine, Drycleaning	13.81	***
16130	Presser, Machine, Shirts	13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.81	***
16190	Sewing Machine Operator	17.44	
16220	Tailor	18.45	
16250	Washer, Machine	14.50	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	25.19	
19040	Tool And Die Maker	29.40	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	22.86	
21030	Material Coordinator	25.28	
21040	Material Expediter	25.28	
21050	Material Handling Laborer	18.18	
21071	Order Filler	17.51	
21080	Production Line Worker (Food Processing)	22.86	
21110	Shipping Packer	18.88	
21130	Shipping/Receiving Clerk	18.88	
21140	Store Worker I	17.47	
21150	Stock Clerk	22.55	
21210	Tools And Parts Attendant	22.86	
21410	Warehouse Specialist	22.86	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	38.22
23019	Aircraft Logs and Records Technician	32.34
23021	Aircraft Mechanic I	36.66
23022	Aircraft Mechanic II	38.22
23023	Aircraft Mechanic III	39.67
23040	Aircraft Mechanic Helper	28.35
23050	Aircraft, Painter	35.20
23060	Aircraft Servicer	32.34
23070	Aircraft Survival Flight Equipment Technician	35.20
23080	Aircraft Worker	33.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.66
23110	Appliance Mechanic	24.70
23120	Bicycle Repairer	22.78
23125	Cable Splicer	46.46
23130	Carpenter, Maintenance	29.25
23140	Carpet Layer	32.45
23160	Electrician, Maintenance	39.45
23181	Electronics Technician Maintenance I	31.69
23182	Electronics Technician Maintenance II	33.08
23183	Electronics Technician Maintenance III	34.45
23260	Fabric Worker	28.82
23290	Fire Alarm System Mechanic	32.00
23310	Fire Extinguisher Repairer	27.07
23311	Fuel Distribution System Mechanic	38.42
23312	Fuel Distribution System Operator	31.83
23370	General Maintenance Worker	24.09
23380	Ground Support Equipment Mechanic	36.66
23381	Ground Support Equipment Servicer	32.34
23382	Ground Support Equipment Worker	33.71
23391	Gunsmith I	27.07
23392	Gunsmith II	30.04
23393	Gunsmith III	32.67
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.35
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.63
23430	Heavy Equipment Mechanic	31.05
23440	Heavy Equipment Operator	37.19
23460	Instrument Mechanic	31.37
23465	Laboratory/Shelter Mechanic	31.36
23470	Laborer	18.18
23510	Locksmith	26.85
23530	Machinery Maintenance Mechanic	30.00
23550	Machinist, Maintenance	25.77
23580	Maintenance Trades Helper	16.60
23591	Metrology Technician I	31.37
23592	Metrology Technician II	32.70
23593	Metrology Technician III	33.95
23640	Millwright	30.25
23710	Office Appliance Repairer	21.42
23760	Painter, Maintenance	27.94
23790	Pipefitter, Maintenance	42.80
23810	Plumber, Maintenance	41.09
23820	Pneudraulic Systems Mechanic	32.67
23850	Rigger	37.76
23870	Scale Mechanic	30.04
23890	Sheet-Metal Worker, Maintenance	38.64
23910	Small Engine Mechanic	23.36
23931	Telecommunications Mechanic I	30.61
23932	Telecommunications Mechanic II	31.89
23950	Telephone Lineman	24.43
23960	Welder, Combination, Maintenance	24.32
23965	Well Driller	29.63
23970	Woodcraft Worker	32.67
23980	Woodworker	27.07

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.09	
24570	Child Care Attendant	14.25	***

24580	Child Care Center Clerk	18.03	
24610	Chore Aide	14.18	***
24620	Family Readiness And Support Services Coordinator	19.09	
24630	Homemaker	20.05	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.74	
25040	Sewage Plant Operator	30.72	
25070	Stationary Engineer	31.74	
25190	Ventilation Equipment Tender	24.55	
25210	Water Treatment Plant Operator	30.72	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	29.68	
27007	Baggage Inspector	17.70	
27008	Corrections Officer	28.78	
27010	Court Security Officer	23.32	
27030	Detection Dog Handler	19.79	
27040	Detention Officer	28.78	
27070	Firefighter	20.84	
27101	Guard I	17.70	
27102	Guard II	19.79	
27131	Police Officer I	35.88	
27132	Police Officer II	39.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.20	***
28042	Carnival Equipment Repairer	16.28	
28043	Carnival Worker	12.03	***
28210	Gate Attendant/Gate Tender	19.18	
28310	Lifeguard	13.23	***
28350	Park Attendant (Aide)	21.45	
28510	Recreation Aide/Health Facility Attendant	15.65	***
28515	Recreation Specialist	26.58	
28630	Sports Official	17.08	
28690	Swimming Pool Operator	19.47	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	31.08	
29020	Hatch Tender	31.08	
29030	Line Handler	31.08	
29041	Stevedore I	29.95	
29042	Stevedore II	32.45	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.56	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.72	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.84	
30021	Archeological Technician I	20.60	
30022	Archeological Technician II	23.05	
30023	Archeological Technician III	28.54	
30030	Cartographic Technician	29.12	
30040	Civil Engineering Technician	36.61	
30051	Cryogenic Technician I	29.91	
30052	Cryogenic Technician II	33.04	
30061	Drafter/CAD Operator I	20.60	
30062	Drafter/CAD Operator II	23.05	
30063	Drafter/CAD Operator III	25.69	
30064	Drafter/CAD Operator IV	31.62	
30081	Engineering Technician I	18.51	
30082	Engineering Technician II	21.39	
30083	Engineering Technician III	23.93	

30084	Engineering Technician IV	29.64
30085	Engineering Technician V	31.93
30086	Engineering Technician VI	39.73
30090	Environmental Technician	27.64
30095	Evidence Control Specialist	27.01
30210	Laboratory Technician	24.10
30221	Latent Fingerprint Technician I	30.20
30222	Latent Fingerprint Technician II	33.35
30240	Mathematical Technician	31.10
30361	Paralegal/Legal Assistant I	20.05
30362	Paralegal/Legal Assistant II	24.83
30363	Paralegal/Legal Assistant III	30.38
30364	Paralegal/Legal Assistant IV	36.76
30375	Petroleum Supply Specialist	33.04
30390	Photo-Optics Technician	29.64
30395	Radiation Control Technician	33.04
30461	Technical Writer I	27.12
30462	Technical Writer II	33.18
30463	Technical Writer III	40.15
30491	Unexploded Ordnance (UXO) Technician I	28.32
30492	Unexploded Ordnance (UXO) Technician II	34.26
30493	Unexploded Ordnance (UXO) Technician III	41.07
30494	Unexploded (UXO) Safety Escort	28.32
30495	Unexploded (UXO) Sweep Personnel	28.32
30501	Weather Forecaster I	31.62
30502	Weather Forecaster II	38.47
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.69
30621	Weather Observer, Senior	(see 2) 28.54

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.26	
31020	Bus Aide	17.64	
31030	Bus Driver	23.37	
31043	Driver Courier	20.62	
31260	Parking and Lot Attendant	14.52	***
31290	Shuttle Bus Driver	19.41	
31310	Taxi Driver	16.74	
31361	Truckdriver, Light	22.10	
31362	Truckdriver, Medium	24.31	
31363	Truckdriver, Heavy	27.00	
31364	Truckdriver, Tractor-Trailer	27.00	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.71	
99030	Cashier	14.02	***
99050	Desk Clerk	14.28	***
99095	Embalmer	40.34	
99130	Flight Follower	28.32	
99251	Laboratory Animal Caretaker I	16.32	
99252	Laboratory Animal Caretaker II	17.49	
99260	Marketing Analyst	37.73	
99310	Mortician	40.34	
99410	Pest Controller	23.18	
99510	Photofinishing Worker	17.97	
99710	Recycling Laborer	24.42	
99711	Recycling Specialist	28.36	
99730	Refuse Collector	22.45	
99810	Sales Clerk	14.20	***
99820	School Crossing Guard	16.87	
99830	Survey Party Chief	38.00	
99831	Surveying Aide	25.24	
99832	Surveying Technician	29.02	
99840	Vending Machine Attendant	19.06	
99841	Vending Machine Repairer	22.66	
99842	Vending Machine Repairer Helper	19.06	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4947

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Le Sueur, Mille Lacs, Sherburne, Sibley

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	18.45	
01012	Accounting Clerk II	20.70	
01013	Accounting Clerk III	23.16	
01020	Administrative Assistant	30.26	
01035	Court Reporter	31.12	
01041	Customer Service Representative I	18.15	
01042	Customer Service Representative II	19.80	
01043	Customer Service Representative III	22.22	
01051	Data Entry Operator I	16.06	***
01052	Data Entry Operator II	17.52	
01060	Dispatcher, Motor Vehicle	23.30	
01070	Document Preparation Clerk	19.95	
01090	Duplicating Machine Operator	19.95	
01111	General Clerk I	15.98	***
01112	General Clerk II	17.44	
01113	General Clerk III	19.57	
01120	Housing Referral Assistant	24.83	
01141	Messenger Courier	16.82	
01191	Order Clerk I	16.86	
01192	Order Clerk II	18.40	
01261	Personnel Assistant (Employment) I	20.05	

01262	Personnel Assistant (Employment) II	22.42	
01263	Personnel Assistant (Employment) III	24.99	
01270	Production Control Clerk	25.28	
01290	Rental Clerk	15.24	***
01300	Scheduler, Maintenance	19.92	
01311	Secretary I	19.92	
01312	Secretary II	22.28	
01313	Secretary III	24.83	
01320	Service Order Dispatcher	20.83	
01410	Supply Technician	30.26	
01420	Survey Worker	21.69	
01460	Switchboard Operator/Receptionist	17.16	
01531	Travel Clerk I	20.13	
01532	Travel Clerk II	21.63	
01533	Travel Clerk III	23.23	
01611	Word Processor I	18.10	
01612	Word Processor II	20.32	
01613	Word Processor III	22.73	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.32	
05010	Automotive Electrician	23.04	
05040	Automotive Glass Installer	22.07	
05070	Automotive Worker	22.07	
05110	Mobile Equipment Servicer	19.89	
05130	Motor Equipment Metal Mechanic	24.00	
05160	Motor Equipment Metal Worker	22.07	
05190	Motor Vehicle Mechanic	24.00	
05220	Motor Vehicle Mechanic Helper	18.56	
05250	Motor Vehicle Upholstery Worker	21.17	
05280	Motor Vehicle Wrecker	22.07	
05310	Painter, Automotive	23.04	
05340	Radiator Repair Specialist	22.07	
05370	Tire Repairer	17.63	
05400	Transmission Repair Specialist	24.00	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	17.75	
07041	Cook I	17.70	
07042	Cook II	19.64	
07070	Dishwasher	13.18	***
07130	Food Service Worker	15.14	***
07210	Meat Cutter	19.37	
07260	Waiter/Waitress	12.71	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.51	
09040	Furniture Handler	12.95	***
09080	Furniture Refinisher	18.68	
09090	Furniture Refinisher Helper	15.05	***
09110	Furniture Repairer, Minor	17.17	
09130	Upholsterer	22.62	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.14	***
11060	Elevator Operator	15.69	***
11090	Gardener	22.55	
11122	Housekeeping Aide	16.87	
11150	Janitor	16.87	
11210	Laborer, Grounds Maintenance	18.12	
11240	Maid or Houseman	15.02	***
11260	Pruner	16.66	
11270	Tractor Operator	21.05	
11330	Trail Maintenance Worker	18.12	

11360	Window Cleaner	18.35
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	22.24	
12011	Breath Alcohol Technician	22.24	
12012	Certified Occupational Therapist Assistant	28.18	
12015	Certified Physical Therapist Assistant	29.59	
12020	Dental Assistant	28.77	
12025	Dental Hygienist	39.60	
12030	EKG Technician	36.06	
12035	Electroneurodiagnostic Technologist	36.06	
12040	Emergency Medical Technician	22.24	
12071	Licensed Practical Nurse I	20.01	
12072	Licensed Practical Nurse II	22.38	
12073	Licensed Practical Nurse III	24.94	
12100	Medical Assistant	22.89	
12130	Medical Laboratory Technician	28.63	
12160	Medical Record Clerk	25.40	
12190	Medical Record Technician	28.41	
12195	Medical Transcriptionist	23.46	
12210	Nuclear Medicine Technologist	45.85	
12221	Nursing Assistant I	13.43	***
12222	Nursing Assistant II	15.09	***
12223	Nursing Assistant III	16.47	
12224	Nursing Assistant IV	18.50	
12235	Optical Dispenser	21.93	
12236	Optical Technician	18.59	
12250	Pharmacy Technician	21.26	
12280	Phlebotomist	19.31	
12305	Radiologic Technologist	36.06	
12311	Registered Nurse I	25.73	
12312	Registered Nurse II	31.47	
12313	Registered Nurse II, Specialist	31.47	
12314	Registered Nurse III	38.07	
12315	Registered Nurse III, Anesthetist	38.07	
12316	Registered Nurse IV	45.64	
12317	Scheduler (Drug and Alcohol Testing)	27.55	
12320	Substance Abuse Treatment Counselor	25.29	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.07	
13012	Exhibits Specialist II	26.10	
13013	Exhibits Specialist III	31.93	
13041	Illustrator I	22.52	
13042	Illustrator II	27.91	
13043	Illustrator III	34.16	
13047	Librarian	32.14	
13050	Library Aide/Clerk	19.49	
13054	Library Information Technology Systems Administrator	29.03	
13058	Library Technician	22.26	
13061	Media Specialist I	20.94	
13062	Media Specialist II	23.42	
13063	Media Specialist III	26.11	
13071	Photographer I	19.32	
13072	Photographer II	21.62	
13073	Photographer III	26.77	
13074	Photographer IV	32.74	
13075	Photographer V	39.61	
13090	Technical Order Library Clerk	24.49	
13110	Video Teleconference Technician	26.93	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	20.25	
14042	Computer Operator II	22.65	
14043	Computer Operator III	25.26	
14044	Computer Operator IV	28.06	

14045	Computer Operator V		31.08
14071	Computer Programmer I	(see 1)	24.98
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		20.25
14160	Personal Computer Support Technician		28.06
14170	System Support Specialist		32.93

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		33.49	
15020	Aircrew Training Devices Instructor (Rated)		40.50	
15030	Air Crew Training Devices Instructor (Pilot)		48.56	
15050	Computer Based Training Specialist / Instructor		33.49	
15060	Educational Technologist		37.44	
15070	Flight Instructor (Pilot)		48.56	
15080	Graphic Artist		28.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		48.56	
15086	Maintenance Test Pilot, Rotary Wing		48.56	
15088	Non-Maintenance Test/Co-Pilot		48.56	
15090	Technical Instructor		30.12	
15095	Technical Instructor/Course Developer		36.84	
15110	Test Proctor		24.30	
15120	Tutor		24.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		16.48	
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		17.44	
16220	Tailor		18.45	
16250	Washer, Machine		14.50	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.19	
19040	Tool And Die Maker		29.40	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		22.86	
21030	Material Coordinator		25.28	
21040	Material Expediter		25.28	
21050	Material Handling Laborer		18.18	
21071	Order Filler		16.54	
21080	Production Line Worker (Food Processing)		22.86	
21110	Shipping Packer		18.88	
21130	Shipping/Receiving Clerk		18.88	
21140	Store Worker I		17.47	
21150	Stock Clerk		22.55	
21210	Tools And Parts Attendant		22.86	
21410	Warehouse Specialist		22.86	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		38.22	
23019	Aircraft Logs and Records Technician		32.34	

23021	Aircraft Mechanic I	36.66
23022	Aircraft Mechanic II	38.22
23023	Aircraft Mechanic III	39.67
23040	Aircraft Mechanic Helper	28.35
23050	Aircraft, Painter	35.20
23060	Aircraft Servicer	32.34
23070	Aircraft Survival Flight Equipment Technician	35.20
23080	Aircraft Worker	33.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.66
23110	Appliance Mechanic	24.70
23120	Bicycle Repairer	18.44
23125	Cable Splicer	46.46
23130	Carpenter, Maintenance	29.25
23140	Carpet Layer	32.45
23160	Electrician, Maintenance	38.56
23181	Electronics Technician Maintenance I	31.69
23182	Electronics Technician Maintenance II	33.08
23183	Electronics Technician Maintenance III	34.45
23260	Fabric Worker	28.82
23290	Fire Alarm System Mechanic	32.00
23310	Fire Extinguisher Repairer	27.07
23311	Fuel Distribution System Mechanic	38.42
23312	Fuel Distribution System Operator	31.83
23370	General Maintenance Worker	24.09
23380	Ground Support Equipment Mechanic	36.66
23381	Ground Support Equipment Servicer	32.34
23382	Ground Support Equipment Worker	33.71
23391	Gunsmith I	27.07
23392	Gunsmith II	30.04
23393	Gunsmith III	32.67
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.35
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.63
23430	Heavy Equipment Mechanic	31.05
23440	Heavy Equipment Operator	37.19
23460	Instrument Mechanic	31.37
23465	Laboratory/Shelter Mechanic	31.36
23470	Laborer	18.18
23510	Locksmith	26.61
23530	Machinery Maintenance Mechanic	30.00
23550	Machinist, Maintenance	25.77
23580	Maintenance Trades Helper	16.51
23591	Metrology Technician I	31.37
23592	Metrology Technician II	32.70
23593	Metrology Technician III	33.95
23640	Millwright	29.89
23710	Office Appliance Repairer	20.71
23760	Painter, Maintenance	27.94
23790	Pipefitter, Maintenance	42.80
23810	Plumber, Maintenance	41.09
23820	Pneudraulic Systems Mechanic	32.67
23850	Rigger	36.17
23870	Scale Mechanic	30.04
23890	Sheet-Metal Worker, Maintenance	36.16
23910	Small Engine Mechanic	20.79
23931	Telecommunications Mechanic I	30.61
23932	Telecommunications Mechanic II	31.89
23950	Telephone Lineman	24.13
23960	Welder, Combination, Maintenance	24.32
23965	Well Driller	29.63
23970	Woodcraft Worker	32.67
23980	Woodworker	27.07

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.09	
24570	Child Care Attendant	14.25	***
24580	Child Care Center Clerk	17.77	
24610	Chore Aide	14.18	***

24620	Family Readiness And Support Services Coordinator	19.09
24630	Homemaker	19.09

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.74	
25040	Sewage Plant Operator	30.72	
25070	Stationary Engineer	31.74	
25190	Ventilation Equipment Tender	24.55	
25210	Water Treatment Plant Operator	30.72	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	29.19	
27007	Baggage Inspector	17.70	
27008	Corrections Officer	28.78	
27010	Court Security Officer	23.32	
27030	Detection Dog Handler	19.79	
27040	Detention Officer	28.78	
27070	Firefighter	19.76	
27101	Guard I	17.70	
27102	Guard II	19.79	
27131	Police Officer I	35.88	
27132	Police Officer II	39.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.20	***
28042	Carnival Equipment Repairer	16.28	
28043	Carnival Worker	12.03	***
28210	Gate Attendant/Gate Tender	19.18	
28310	Lifeguard	13.89	***
28350	Park Attendant (Aide)	21.45	
28510	Recreation Aide/Health Facility Attendant	15.65	***
28515	Recreation Specialist	26.58	
28630	Sports Official	17.08	
28690	Swimming Pool Operator	18.07	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.81	
29020	Hatch Tender	29.81	
29030	Line Handler	29.81	
29041	Stevedore I	28.60	
29042	Stevedore II	31.13	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.56	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.72	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.84	
30021	Archeological Technician I	19.49	
30022	Archeological Technician II	21.80	
30023	Archeological Technician III	27.01	
30030	Cartographic Technician	27.01	
30040	Civil Engineering Technician	36.61	
30051	Cryogenic Technician I	29.91	
30052	Cryogenic Technician II	33.04	
30061	Drafter/CAD Operator I	19.49	
30062	Drafter/CAD Operator II	21.80	
30063	Drafter/CAD Operator III	24.30	
30064	Drafter/CAD Operator IV	29.91	
30081	Engineering Technician I	16.46	
30082	Engineering Technician II	18.49	
30083	Engineering Technician III	20.67	
30084	Engineering Technician IV	25.61	
30085	Engineering Technician V	31.33	

30086	Engineering Technician VI	37.91
30090	Environmental Technician	27.93
30095	Evidence Control Specialist	27.01
30210	Laboratory Technician	24.35
30221	Latent Fingerprint Technician I	30.20
30222	Latent Fingerprint Technician II	33.35
30240	Mathematical Technician	32.16
30361	Paralegal/Legal Assistant I	19.20
30362	Paralegal/Legal Assistant II	23.79
30363	Paralegal/Legal Assistant III	29.10
30364	Paralegal/Legal Assistant IV	35.20
30375	Petroleum Supply Specialist	33.04
30390	Photo-Optics Technician	27.01
30395	Radiation Control Technician	33.04
30461	Technical Writer I	27.12
30462	Technical Writer II	33.18
30463	Technical Writer III	40.15
30491	Unexploded Ordnance (UXO) Technician I	28.32
30492	Unexploded Ordnance (UXO) Technician II	34.26
30493	Unexploded Ordnance (UXO) Technician III	41.07
30494	Unexploded (UXO) Safety Escort	28.32
30495	Unexploded (UXO) Sweep Personnel	28.32
30501	Weather Forecaster I	29.91
30502	Weather Forecaster II	36.38
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.30
30621	Weather Observer, Senior	(see 2) 27.01

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.26	
31020	Bus Aide	17.64	
31030	Bus Driver	23.37	
31043	Driver Courier	20.62	
31260	Parking and Lot Attendant	14.52	***
31290	Shuttle Bus Driver	19.32	
31310	Taxi Driver	16.74	
31361	Truckdriver, Light	22.10	
31362	Truckdriver, Medium	23.53	
31363	Truckdriver, Heavy	27.00	
31364	Truckdriver, Tractor-Trailer	27.00	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.71	
99030	Cashier	14.02	***
99050	Desk Clerk	14.28	***
99095	Embalmer	40.34	
99130	Flight Follower	28.32	
99251	Laboratory Animal Caretaker I	16.32	
99252	Laboratory Animal Caretaker II	17.49	
99260	Marketing Analyst	37.73	
99310	Mortician	40.34	
99410	Pest Controller	22.28	
99510	Photofinishing Worker	15.55	***
99710	Recycling Laborer	24.42	
99711	Recycling Specialist	28.36	
99730	Refuse Collector	22.45	
99810	Sales Clerk	14.20	***
99820	School Crossing Guard	17.34	
99830	Survey Party Chief	38.00	
99831	Surveying Aide	22.23	
99832	Surveying Technician	29.02	
99840	Vending Machine Attendant	21.75	
99841	Vending Machine Repairer	23.78	
99842	Vending Machine Repairer Helper	21.75	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4949

States/Territories. : Minnesota

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Blue Earth, Nicollet

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.43	
01012	Accounting Clerk II	19.56	
01013	Accounting Clerk III	21.88	
01020	Administrative Assistant	28.00	
01035	Court Reporter	19.92	
01041	Customer Service Representative I	15.32	***
01042	Customer Service Representative II	16.72	
01043	Customer Service Representative III	18.78	
01051	Data Entry Operator I	14.54	***
01052	Data Entry Operator II	15.86	***
01060	Dispatcher, Motor Vehicle	22.27	
01070	Document Preparation Clerk	17.38	
01090	Duplicating Machine Operator	17.38	
01111	General Clerk I	14.58	***
01112	General Clerk II	15.91	***
01113	General Clerk III	17.85	
01120	Housing Referral Assistant	22.21	
01141	Messenger Courier	14.25	***
01191	Order Clerk I	14.54	***
01192	Order Clerk II	15.86	***
01261	Personnel Assistant (Employment) I	17.08	

01262	Personnel Assistant (Employment) II	19.11	
01263	Personnel Assistant (Employment) III	21.30	
01270	Production Control Clerk	26.93	
01290	Rental Clerk	14.80	***
01300	Scheduler, Maintenance	17.80	
01311	Secretary I	17.80	
01312	Secretary II	19.92	
01313	Secretary III	22.21	
01320	Service Order Dispatcher	19.91	
01410	Supply Technician	28.00	
01420	Survey Worker	18.64	
01460	Switchboard Operator/Receptionist	14.26	***
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	16.84	
01533	Travel Clerk III	18.10	
01611	Word Processor I	15.86	***
01612	Word Processor II	17.80	
01613	Word Processor III	19.92	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.66	
05010	Automotive Electrician	21.41	
05040	Automotive Glass Installer	20.33	
05070	Automotive Worker	20.33	
05110	Mobile Equipment Servicer	18.03	
05130	Motor Equipment Metal Mechanic	22.42	
05160	Motor Equipment Metal Worker	20.33	
05190	Motor Vehicle Mechanic	22.42	
05220	Motor Vehicle Mechanic Helper	16.86	
05250	Motor Vehicle Upholstery Worker	19.20	
05280	Motor Vehicle Wrecker	20.33	
05310	Painter, Automotive	21.41	
05340	Radiator Repair Specialist	20.33	
05370	Tire Repairer	16.40	
05400	Transmission Repair Specialist	22.42	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.03	***
07041	Cook I	15.46	***
07042	Cook II	17.43	
07070	Dishwasher	11.71	***
07130	Food Service Worker	15.07	***
07210	Meat Cutter	17.02	
07260	Waiter/Waitress	11.46	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.24	
09040	Furniture Handler	14.42	***
09080	Furniture Refinisher	21.24	
09090	Furniture Refinisher Helper	16.72	
09110	Furniture Repairer, Minor	19.05	
09130	Upholsterer	21.24	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.59	***
11090	Gardener	19.43	
11122	Housekeeping Aide	14.59	***
11150	Janitor	14.59	***
11210	Laborer, Grounds Maintenance	15.66	***
11240	Maid or Houseman	14.20	***
11260	Pruner	14.44	***
11270	Tractor Operator	18.16	
11330	Trail Maintenance Worker	15.66	***

11360	Window Cleaner	15.83	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.92	
12011	Breath Alcohol Technician	20.92	
12012	Certified Occupational Therapist Assistant	28.70	
12015	Certified Physical Therapist Assistant	28.02	
12020	Dental Assistant	22.76	
12025	Dental Hygienist	36.60	
12030	EKG Technician	31.71	
12035	Electroneurodiagnostic Technologist	31.71	
12040	Emergency Medical Technician	20.92	
12071	Licensed Practical Nurse I	18.71	
12072	Licensed Practical Nurse II	20.92	
12073	Licensed Practical Nurse III	23.32	
12100	Medical Assistant	18.83	
12130	Medical Laboratory Technician	27.07	
12160	Medical Record Clerk	20.34	
12190	Medical Record Technician	22.76	
12195	Medical Transcriptionist	18.71	
12210	Nuclear Medicine Technologist	45.98	
12221	Nursing Assistant I	12.05	***
12222	Nursing Assistant II	13.55	***
12223	Nursing Assistant III	14.78	***
12224	Nursing Assistant IV	16.59	
12235	Optical Dispenser	20.92	
12236	Optical Technician	18.71	
12250	Pharmacy Technician	18.70	
12280	Phlebotomist	18.71	
12305	Radiologic Technologist	31.84	
12311	Registered Nurse I	25.03	
12312	Registered Nurse II	30.61	
12313	Registered Nurse II, Specialist	30.61	
12314	Registered Nurse III	37.03	
12315	Registered Nurse III, Anesthetist	37.03	
12316	Registered Nurse IV	44.40	
12317	Scheduler (Drug and Alcohol Testing)	25.92	
12320	Substance Abuse Treatment Counselor	29.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	24.08	
13012	Exhibits Specialist II	29.83	
13013	Exhibits Specialist III	36.49	
13041	Illustrator I	24.08	
13042	Illustrator II	29.83	
13043	Illustrator III	36.49	
13047	Librarian	33.04	
13050	Library Aide/Clerk	14.39	***
13054	Library Information Technology Systems Administrator	29.83	
13058	Library Technician	22.89	
13061	Media Specialist I	21.54	
13062	Media Specialist II	24.08	
13063	Media Specialist III	26.84	
13071	Photographer I	21.54	
13072	Photographer II	24.08	
13073	Photographer III	29.83	
13074	Photographer IV	36.49	
13075	Photographer V	44.16	
13090	Technical Order Library Clerk	17.78	
13110	Video Teleconference Technician	21.54	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.60	
14042	Computer Operator II	20.80	
14043	Computer Operator III	23.20	
14044	Computer Operator IV	25.77	

14045	Computer Operator V		28.53
14071	Computer Programmer I	(see 1)	19.34
14072	Computer Programmer II	(see 1)	23.95
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.60
14160	Personal Computer Support Technician		25.77
14170	System Support Specialist		31.57

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.85	
15020	Aircrew Training Devices Instructor (Rated)	37.32	
15030	Air Crew Training Devices Instructor (Pilot)	44.74	
15050	Computer Based Training Specialist / Instructor	30.85	
15060	Educational Technologist	32.46	
15070	Flight Instructor (Pilot)	44.74	
15080	Graphic Artist	23.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.74	
15086	Maintenance Test Pilot, Rotary Wing	44.74	
15088	Non-Maintenance Test/Co-Pilot	44.74	
15090	Technical Instructor	23.83	
15095	Technical Instructor/Course Developer	29.15	
15110	Test Proctor	19.24	
15120	Tutor	19.24	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.81	***
16030	Counter Attendant	13.81	***
16040	Dry Cleaner	15.81	***
16070	Finisher, Flatwork, Machine	13.81	***
16090	Presser, Hand	13.81	***
16110	Presser, Machine, Drycleaning	13.81	***
16130	Presser, Machine, Shirts	13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.81	***
16190	Sewing Machine Operator	16.74	
16220	Tailor	17.69	
16250	Washer, Machine	14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.17	
19040	Tool And Die Maker	30.88	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	23.07	
21030	Material Coordinator	26.93	
21040	Material Expediter	26.93	
21050	Material Handling Laborer	16.36	
21071	Order Filler	14.74	***
21080	Production Line Worker (Food Processing)	23.07	
21110	Shipping Packer	17.74	
21130	Shipping/Receiving Clerk	17.74	
21140	Store Worker I	16.40	
21150	Stock Clerk	21.03	
21210	Tools And Parts Attendant	23.07	
21410	Warehouse Specialist	23.07	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.52	
23019	Aircraft Logs and Records Technician	23.47	

23021	Aircraft Mechanic I	27.40
23022	Aircraft Mechanic II	28.52
23023	Aircraft Mechanic III	29.72
23040	Aircraft Mechanic Helper	20.60
23050	Aircraft, Painter	26.17
23060	Aircraft Servicer	23.47
23070	Aircraft Survival Flight Equipment Technician	26.17
23080	Aircraft Worker	24.84
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.84
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.40
23110	Appliance Mechanic	26.17
23120	Bicycle Repairer	22.03
23125	Cable Splicer	41.39
23130	Carpenter, Maintenance	24.94
23140	Carpet Layer	24.84
23160	Electrician, Maintenance	31.97
23181	Electronics Technician Maintenance I	24.84
23182	Electronics Technician Maintenance II	26.17
23183	Electronics Technician Maintenance III	27.40
23260	Fabric Worker	23.47
23290	Fire Alarm System Mechanic	27.40
23310	Fire Extinguisher Repairer	22.03
23311	Fuel Distribution System Mechanic	27.40
23312	Fuel Distribution System Operator	22.03
23370	General Maintenance Worker	22.42
23380	Ground Support Equipment Mechanic	27.40
23381	Ground Support Equipment Servicer	23.47
23382	Ground Support Equipment Worker	24.84
23391	Gunsmith I	22.03
23392	Gunsmith II	24.84
23393	Gunsmith III	27.40
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.70
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.83
23430	Heavy Equipment Mechanic	29.70
23440	Heavy Equipment Operator	29.80
23460	Instrument Mechanic	27.40
23465	Laboratory/Shelter Mechanic	26.17
23470	Laborer	16.28
23510	Locksmith	26.17
23530	Machinery Maintenance Mechanic	28.56
23550	Machinist, Maintenance	25.44
23580	Maintenance Trades Helper	20.60
23591	Metrology Technician I	27.40
23592	Metrology Technician II	28.52
23593	Metrology Technician III	29.72
23640	Millwright	27.40
23710	Office Appliance Repairer	25.33
23760	Painter, Maintenance	22.55
23790	Pipefitter, Maintenance	31.04
23810	Plumber, Maintenance	29.64
23820	Pneudraulic Systems Mechanic	27.40
23850	Rigger	27.40
23870	Scale Mechanic	24.84
23890	Sheet-Metal Worker, Maintenance	27.74
23910	Small Engine Mechanic	24.84
23931	Telecommunications Mechanic I	26.49
23932	Telecommunications Mechanic II	28.18
23950	Telephone Lineman	27.40
23960	Welder, Combination, Maintenance	21.43
23965	Well Driller	27.40
23970	Woodcraft Worker	27.40
23980	Woodworker	22.03

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	22.51	
24570	Child Care Attendant	12.10	***
24580	Child Care Center Clerk	15.08	***
24610	Chore Aide	14.33	***

24620	Family Readiness And Support Services Coordinator	22.51	
24630	Homemaker	22.51	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.33	
25040	Sewage Plant Operator	28.78	
25070	Stationary Engineer	29.33	
25190	Ventilation Equipment Tender	22.05	
25210	Water Treatment Plant Operator	28.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	26.53	
27007	Baggage Inspector	15.79	***
27008	Corrections Officer	21.92	
27010	Court Security Officer	20.63	
27030	Detection Dog Handler	17.66	
27040	Detention Officer	21.92	
27070	Firefighter	21.74	
27101	Guard I	15.79	***
27102	Guard II	17.66	
27131	Police Officer I	33.25	
27132	Police Officer II	36.96	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.58	***
28042	Carnival Equipment Repairer	15.59	***
28043	Carnival Worker	11.59	***
28210	Gate Attendant/Gate Tender	18.91	
28310	Lifeguard	16.84	
28350	Park Attendant (Aide)	21.15	
28510	Recreation Aide/Health Facility Attendant	15.43	***
28515	Recreation Specialist	25.96	
28630	Sports Official	16.84	
28690	Swimming Pool Operator	17.58	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.84	
29020	Hatch Tender	24.84	
29030	Line Handler	24.84	
29041	Stevedore I	23.47	
29042	Stevedore II	26.17	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.45	
30022	Archeological Technician II	20.64	
30023	Archeological Technician III	25.58	
30030	Cartographic Technician	25.58	
30040	Civil Engineering Technician	32.45	
30051	Cryogenic Technician I	27.38	
30052	Cryogenic Technician II	30.25	
30061	Drafter/CAD Operator I	18.45	
30062	Drafter/CAD Operator II	20.64	
30063	Drafter/CAD Operator III	23.02	
30064	Drafter/CAD Operator IV	28.32	
30081	Engineering Technician I	16.21	
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.37	
30084	Engineering Technician IV	25.22	
30085	Engineering Technician V	29.98	

30086	Engineering Technician VI	37.34
30090	Environmental Technician	25.58
30095	Evidence Control Specialist	24.73
30210	Laboratory Technician	23.02
30221	Latent Fingerprint Technician I	27.38
30222	Latent Fingerprint Technician II	30.25
30240	Mathematical Technician	25.58
30361	Paralegal/Legal Assistant I	20.22
30362	Paralegal/Legal Assistant II	25.05
30363	Paralegal/Legal Assistant III	30.64
30364	Paralegal/Legal Assistant IV	37.08
30375	Petroleum Supply Specialist	30.25
30390	Photo-Optics Technician	25.58
30395	Radiation Control Technician	30.25
30461	Technical Writer I	25.58
30462	Technical Writer II	31.29
30463	Technical Writer III	37.85
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.32
30502	Weather Forecaster II	34.45
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.02
30621	Weather Observer, Senior	(see 2) 25.58

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.09	***
31030	Bus Driver	21.26	
31043	Driver Courier	18.67	
31260	Parking and Lot Attendant	15.20	***
31290	Shuttle Bus Driver	16.73	
31310	Taxi Driver	14.81	***
31361	Truckdriver, Light	19.96	
31362	Truckdriver, Medium	21.26	
31363	Truckdriver, Heavy	23.33	
31364	Truckdriver, Tractor-Trailer	23.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	12.74	***
99050	Desk Clerk	13.81	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	22.00	
99252	Laboratory Animal Caretaker II	23.57	
99260	Marketing Analyst	28.91	
99310	Mortician	26.22	
99410	Pest Controller	25.72	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.84	
99711	Recycling Specialist	23.01	
99730	Refuse Collector	18.29	
99810	Sales Clerk	13.73	***
99820	School Crossing Guard	17.95	
99830	Survey Party Chief	22.67	
99831	Surveying Aide	13.26	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	22.58	
99841	Vending Machine Repairer	27.23	
99842	Vending Machine Repairer Helper	22.58	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4951

States/Territories. : Minnesota

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Dodge, Fillmore, Olmsted, Wabasha

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.70	
01012	Accounting Clerk II	19.86	
01013	Accounting Clerk III	22.22	
01020	Administrative Assistant	26.51	
01035	Court Reporter	19.37	
01041	Customer Service Representative I	14.62	***
01042	Customer Service Representative II	16.30	
01043	Customer Service Representative III	17.93	
01051	Data Entry Operator I	17.67	
01052	Data Entry Operator II	19.28	
01060	Dispatcher, Motor Vehicle	24.38	
01070	Document Preparation Clerk	19.11	
01090	Duplicating Machine Operator	19.11	
01111	General Clerk I	15.29	***
01112	General Clerk II	16.68	
01113	General Clerk III	18.72	
01120	Housing Referral Assistant	21.60	
01141	Messenger Courier	13.19	***
01191	Order Clerk I	17.89	
01192	Order Clerk II	19.51	
01261	Personnel Assistant (Employment) I	18.73	

01262	Personnel Assistant (Employment) II	20.95	
01263	Personnel Assistant (Employment) III	23.36	
01270	Production Control Clerk	23.18	
01290	Rental Clerk	14.47	***
01300	Scheduler, Maintenance	17.32	
01311	Secretary I	17.32	
01312	Secretary II	19.37	
01313	Secretary III	21.60	
01320	Service Order Dispatcher	21.80	
01410	Supply Technician	26.51	
01420	Survey Worker	19.18	
01460	Switchboard Operator/Receptionist	15.32	***
01531	Travel Clerk I	15.94	***
01532	Travel Clerk II	17.24	
01533	Travel Clerk III	18.57	
01611	Word Processor I	15.43	***
01612	Word Processor II	17.32	
01613	Word Processor III	19.37	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	26.23	
05010	Automotive Electrician	20.52	
05040	Automotive Glass Installer	19.48	
05070	Automotive Worker	19.48	
05110	Mobile Equipment Servicer	17.57	
05130	Motor Equipment Metal Mechanic	21.48	
05160	Motor Equipment Metal Worker	19.48	
05190	Motor Vehicle Mechanic	21.61	
05220	Motor Vehicle Mechanic Helper	16.74	
05250	Motor Vehicle Upholstery Worker	18.40	
05280	Motor Vehicle Wrecker	19.48	
05310	Painter, Automotive	20.52	
05340	Radiator Repair Specialist	19.48	
05370	Tire Repairer	17.80	
05400	Transmission Repair Specialist	21.48	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.16	***
07041	Cook I	17.23	
07042	Cook II	19.43	
07070	Dishwasher	12.79	***
07130	Food Service Worker	13.81	***
07210	Meat Cutter	20.20	
07260	Waiter/Waitress	11.94	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.35	
09040	Furniture Handler	12.46	***
09080	Furniture Refinisher	18.35	
09090	Furniture Refinisher Helper	14.45	***
09110	Furniture Repairer, Minor	16.46	
09130	Upholsterer	18.35	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.16	***
11060	Elevator Operator	14.84	***
11090	Gardener	21.87	
11122	Housekeeping Aide	14.84	***
11150	Janitor	14.84	***
11210	Laborer, Grounds Maintenance	17.63	
11240	Maid or Houseman	14.32	***
11260	Pruner	16.25	
11270	Tractor Operator	20.45	
11330	Trail Maintenance Worker	17.63	

11360	Window Cleaner	16.10	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.37	
12011	Breath Alcohol Technician	22.00	
12012	Certified Occupational Therapist Assistant	30.18	
12015	Certified Physical Therapist Assistant	29.46	
12020	Dental Assistant	26.30	
12025	Dental Hygienist	37.41	
12030	EKG Technician	33.34	
12035	Electroneurodiagnostic Technologist	33.34	
12040	Emergency Medical Technician	19.37	
12071	Licensed Practical Nurse I	19.67	
12072	Licensed Practical Nurse II	22.00	
12073	Licensed Practical Nurse III	24.52	
12100	Medical Assistant	22.51	
12130	Medical Laboratory Technician	28.74	
12160	Medical Record Clerk	21.45	
12190	Medical Record Technician	24.00	
12195	Medical Transcriptionist	19.67	
12210	Nuclear Medicine Technologist	48.35	
12221	Nursing Assistant I	12.89	***
12222	Nursing Assistant II	14.49	***
12223	Nursing Assistant III	15.81	***
12224	Nursing Assistant IV	17.74	
12235	Optical Dispenser	20.23	
12236	Optical Technician	19.67	
12250	Pharmacy Technician	19.33	
12280	Phlebotomist	19.67	
12305	Radiologic Technologist	36.64	
12311	Registered Nurse I	24.62	
12312	Registered Nurse II	30.12	
12313	Registered Nurse II, Specialist	30.12	
12314	Registered Nurse III	36.44	
12315	Registered Nurse III, Anesthetist	36.44	
12316	Registered Nurse IV	43.68	
12317	Scheduler (Drug and Alcohol Testing)	27.25	
12320	Substance Abuse Treatment Counselor	24.25	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	22.55	
13012	Exhibits Specialist II	27.92	
13013	Exhibits Specialist III	34.16	
13041	Illustrator I	22.55	
13042	Illustrator II	27.92	
13043	Illustrator III	34.16	
13047	Librarian	30.93	
13050	Library Aide/Clerk	14.39	***
13054	Library Information Technology Systems Administrator	27.92	
13058	Library Technician	25.54	
13061	Media Specialist I	20.15	
13062	Media Specialist II	22.55	
13063	Media Specialist III	25.13	
13071	Photographer I	20.15	
13072	Photographer II	22.55	
13073	Photographer III	27.92	
13074	Photographer IV	34.16	
13075	Photographer V	40.25	
13090	Technical Order Library Clerk	18.07	
13110	Video Teleconference Technician	20.15	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.60	
14042	Computer Operator II	21.92	
14043	Computer Operator III	24.43	
14044	Computer Operator IV	27.16	

14045	Computer Operator V		30.07
14071	Computer Programmer I	(see 1)	20.92
14072	Computer Programmer II	(see 1)	25.93
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.60
14160	Personal Computer Support Technician		27.16
14170	System Support Specialist		31.40

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.12	
15020	Aircrew Training Devices Instructor (Rated)		35.22	
15030	Air Crew Training Devices Instructor (Pilot)		41.02	
15050	Computer Based Training Specialist / Instructor		29.12	
15060	Educational Technologist		36.79	
15070	Flight Instructor (Pilot)		41.02	
15080	Graphic Artist		25.65	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		41.02	
15086	Maintenance Test Pilot, Rotary Wing		41.02	
15088	Non-Maintenance Test/Co-Pilot		41.02	
15090	Technical Instructor		26.33	
15095	Technical Instructor/Course Developer		32.21	
15110	Test Proctor		21.25	
15120	Tutor		21.25	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		15.81	***
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		16.74	
16220	Tailor		17.69	
16250	Washer, Machine		14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.09	
19040	Tool And Die Maker		29.60	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		23.23	
21030	Material Coordinator		23.18	
21040	Material Expediter		23.18	
21050	Material Handling Laborer		17.48	
21071	Order Filler		14.58	***
21080	Production Line Worker (Food Processing)		23.23	
21110	Shipping Packer		19.75	
21130	Shipping/Receiving Clerk		19.75	
21140	Store Worker I		16.40	
21150	Stock Clerk		21.03	
21210	Tools And Parts Attendant		23.23	
21410	Warehouse Specialist		23.23	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.57	
23019	Aircraft Logs and Records Technician		25.19	

23021	Aircraft Mechanic I	29.37
23022	Aircraft Mechanic II	30.57
23023	Aircraft Mechanic III	31.85
23040	Aircraft Mechanic Helper	22.33
23050	Aircraft, Painter	27.63
23060	Aircraft Servicer	25.19
23070	Aircraft Survival Flight Equipment Technician	27.63
23080	Aircraft Worker	26.27
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.27
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.37
23110	Appliance Mechanic	27.60
23120	Bicycle Repairer	23.23
23125	Cable Splicer	37.63
23130	Carpenter, Maintenance	25.31
23140	Carpet Layer	26.74
23160	Electrician, Maintenance	32.43
23181	Electronics Technician Maintenance I	26.74
23182	Electronics Technician Maintenance II	28.15
23183	Electronics Technician Maintenance III	29.37
23260	Fabric Worker	25.44
23290	Fire Alarm System Mechanic	29.37
23310	Fire Extinguisher Repairer	23.89
23311	Fuel Distribution System Mechanic	28.80
23312	Fuel Distribution System Operator	23.24
23370	General Maintenance Worker	22.29
23380	Ground Support Equipment Mechanic	29.37
23381	Ground Support Equipment Servicer	25.19
23382	Ground Support Equipment Worker	26.27
23391	Gunsmith I	23.89
23392	Gunsmith II	26.74
23393	Gunsmith III	29.37
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.85
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.04
23430	Heavy Equipment Mechanic	29.11
23440	Heavy Equipment Operator	30.05
23460	Instrument Mechanic	29.37
23465	Laboratory/Shelter Mechanic	28.15
23470	Laborer	17.48
23510	Locksmith	27.83
23530	Machinery Maintenance Mechanic	28.73
23550	Machinist, Maintenance	23.52
23580	Maintenance Trades Helper	18.98
23591	Metrology Technician I	29.37
23592	Metrology Technician II	30.57
23593	Metrology Technician III	31.85
23640	Millwright	29.37
23710	Office Appliance Repairer	24.77
23760	Painter, Maintenance	23.27
23790	Pipefitter, Maintenance	38.72
23810	Plumber, Maintenance	36.98
23820	Pneudraulic Systems Mechanic	29.37
23850	Rigger	29.37
23870	Scale Mechanic	26.74
23890	Sheet-Metal Worker, Maintenance	29.80
23910	Small Engine Mechanic	24.23
23931	Telecommunications Mechanic I	30.97
23932	Telecommunications Mechanic II	33.73
23950	Telephone Lineman	25.84
23960	Welder, Combination, Maintenance	22.56
23965	Well Driller	29.85
23970	Woodcraft Worker	29.37
23980	Woodworker	23.89

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.55	
24570	Child Care Attendant	13.08	***
24580	Child Care Center Clerk	16.30	
24610	Chore Aide	14.31	***

24620	Family Readiness And Support Services Coordinator	19.55	
24630	Homemaker	19.55	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.86	
25040	Sewage Plant Operator	31.00	
25070	Stationary Engineer	30.86	
25190	Ventilation Equipment Tender	23.20	
25210	Water Treatment Plant Operator	31.00	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	29.26	
27007	Baggage Inspector	15.92	***
27008	Corrections Officer	27.30	
27010	Court Security Officer	22.85	
27030	Detection Dog Handler	17.81	
27040	Detention Officer	27.30	
27070	Firefighter	21.74	
27101	Guard I	15.92	***
27102	Guard II	17.81	
27131	Police Officer I	32.48	
27132	Police Officer II	36.10	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.97	***
28042	Carnival Equipment Repairer	16.01	***
28043	Carnival Worker	11.90	***
28210	Gate Attendant/Gate Tender	17.62	
28310	Lifeguard	15.70	***
28350	Park Attendant (Aide)	19.71	
28510	Recreation Aide/Health Facility Attendant	14.39	***
28515	Recreation Specialist	24.42	
28630	Sports Official	15.70	***
28690	Swimming Pool Operator	18.05	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.74	
29020	Hatch Tender	26.74	
29030	Line Handler	26.74	
29041	Stevedore I	25.44	
29042	Stevedore II	28.15	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.58	
30022	Archeological Technician II	20.79	
30023	Archeological Technician III	25.76	
30030	Cartographic Technician	25.76	
30040	Civil Engineering Technician	34.45	
30051	Cryogenic Technician I	26.30	
30052	Cryogenic Technician II	29.05	
30061	Drafter/CAD Operator I	18.58	
30062	Drafter/CAD Operator II	20.79	
30063	Drafter/CAD Operator III	23.17	
30064	Drafter/CAD Operator IV	28.52	
30081	Engineering Technician I	16.21	
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.37	
30084	Engineering Technician IV	25.22	
30085	Engineering Technician V	29.98	

30086	Engineering Technician VI	37.34
30090	Environmental Technician	25.76
30095	Evidence Control Specialist	23.74
30210	Laboratory Technician	23.17
30221	Latent Fingerprint Technician I	26.30
30222	Latent Fingerprint Technician II	29.05
30240	Mathematical Technician	28.14
30361	Paralegal/Legal Assistant I	19.50
30362	Paralegal/Legal Assistant II	24.16
30363	Paralegal/Legal Assistant III	29.56
30364	Paralegal/Legal Assistant IV	35.75
30375	Petroleum Supply Specialist	29.05
30390	Photo-Optics Technician	25.76
30395	Radiation Control Technician	29.05
30461	Technical Writer I	25.76
30462	Technical Writer II	31.51
30463	Technical Writer III	38.11
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.52
30502	Weather Forecaster II	34.69
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.17
30621	Weather Observer, Senior	(see 2) 25.76

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.16	***
31030	Bus Driver	20.11	
31043	Driver Courier	17.10	
31260	Parking and Lot Attendant	13.97	***
31290	Shuttle Bus Driver	16.41	
31310	Taxi Driver	15.28	***
31361	Truckdriver, Light	18.29	
31362	Truckdriver, Medium	19.48	
31363	Truckdriver, Heavy	23.73	
31364	Truckdriver, Tractor-Trailer	23.73	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.77	***
99050	Desk Clerk	14.73	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.89	
99252	Laboratory Animal Caretaker II	18.06	
99260	Marketing Analyst	28.36	
99310	Mortician	26.22	
99410	Pest Controller	25.72	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	20.57	
99711	Recycling Specialist	23.85	
99730	Refuse Collector	18.96	
99810	Sales Clerk	14.23	***
99820	School Crossing Guard	17.95	
99830	Survey Party Chief	22.67	
99831	Surveying Aide	13.26	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	22.58	
99841	Vending Machine Repairer	27.23	
99842	Vending Machine Repairer Helper	22.58	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4953

States/Territories. : Minnesota

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Benton, Stearns

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.96	
01012	Accounting Clerk II	20.16	
01013	Accounting Clerk III	22.55	
01020	Administrative Assistant	25.37	
01035	Court Reporter	19.79	
01041	Customer Service Representative I	14.71	***
01042	Customer Service Representative II	16.05	***
01043	Customer Service Representative III	18.01	
01051	Data Entry Operator I	15.37	***
01052	Data Entry Operator II	16.76	
01060	Dispatcher, Motor Vehicle	22.95	
01070	Document Preparation Clerk	15.98	***
01090	Duplicating Machine Operator	15.98	***
01111	General Clerk I	14.89	***
01112	General Clerk II	16.24	
01113	General Clerk III	18.23	
01120	Housing Referral Assistant	22.06	
01141	Messenger Courier	16.82	
01191	Order Clerk I	16.17	***
01192	Order Clerk II	17.65	
01261	Personnel Assistant (Employment) I	18.08	

01262	Personnel Assistant (Employment) II	20.23	
01263	Personnel Assistant (Employment) III	22.55	
01270	Production Control Clerk	23.06	
01290	Rental Clerk	13.46	***
01300	Scheduler, Maintenance	17.69	
01311	Secretary I	17.69	
01312	Secretary II	19.79	
01313	Secretary III	22.06	
01320	Service Order Dispatcher	20.51	
01410	Supply Technician	25.37	
01420	Survey Worker	19.06	
01460	Switchboard Operator/Receptionist	14.66	***
01531	Travel Clerk I	15.73	***
01532	Travel Clerk II	16.90	
01533	Travel Clerk III	18.15	
01611	Word Processor I	15.75	***
01612	Word Processor II	17.69	
01613	Word Processor III	19.79	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.08	
05010	Automotive Electrician	21.78	
05040	Automotive Glass Installer	20.86	
05070	Automotive Worker	20.86	
05110	Mobile Equipment Servicer	18.80	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	20.86	
05190	Motor Vehicle Mechanic	22.69	
05220	Motor Vehicle Mechanic Helper	17.55	
05250	Motor Vehicle Upholstery Worker	20.01	
05280	Motor Vehicle Wrecker	20.86	
05310	Painter, Automotive	21.78	
05340	Radiator Repair Specialist	20.86	
05370	Tire Repairer	16.83	
05400	Transmission Repair Specialist	22.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.91	***
07041	Cook I	17.29	
07042	Cook II	19.19	
07070	Dishwasher	12.48	***
07130	Food Service Worker	14.44	***
07210	Meat Cutter	18.23	
07260	Waiter/Waitress	11.92	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.02	
09040	Furniture Handler	14.90	***
09080	Furniture Refinisher	21.50	
09090	Furniture Refinisher Helper	17.32	
09110	Furniture Repairer, Minor	19.75	
09130	Upholsterer	20.16	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.53	***
11060	Elevator Operator	14.53	***
11090	Gardener	20.52	
11122	Housekeeping Aide	16.36	
11150	Janitor	16.36	
11210	Laborer, Grounds Maintenance	16.48	
11240	Maid or Houseman	14.62	***
11260	Pruner	15.16	***
11270	Tractor Operator	19.14	
11330	Trail Maintenance Worker	16.48	

11360	Window Cleaner	17.79
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	21.11	
12011	Breath Alcohol Technician	20.56	
12012	Certified Occupational Therapist Assistant	28.21	
12015	Certified Physical Therapist Assistant	28.67	
12020	Dental Assistant	23.52	
12025	Dental Hygienist	36.18	
12030	EKG Technician	31.16	
12035	Electroneurodiagnostic Technologist	31.16	
12040	Emergency Medical Technician	21.11	
12071	Licensed Practical Nurse I	18.38	
12072	Licensed Practical Nurse II	20.56	
12073	Licensed Practical Nurse III	22.92	
12100	Medical Assistant	18.67	
12130	Medical Laboratory Technician	25.50	
12160	Medical Record Clerk	21.13	
12190	Medical Record Technician	23.63	
12195	Medical Transcriptionist	22.95	
12210	Nuclear Medicine Technologist	45.19	
12221	Nursing Assistant I	13.00	***
12222	Nursing Assistant II	14.61	***
12223	Nursing Assistant III	15.94	***
12224	Nursing Assistant IV	17.91	
12235	Optical Dispenser	18.37	
12236	Optical Technician	16.57	
12250	Pharmacy Technician	18.94	
12280	Phlebotomist	18.38	
12305	Radiologic Technologist	31.54	
12311	Registered Nurse I	26.72	
12312	Registered Nurse II	32.69	
12313	Registered Nurse II, Specialist	32.69	
12314	Registered Nurse III	39.54	
12315	Registered Nurse III, Anesthetist	39.54	
12316	Registered Nurse IV	47.40	
12317	Scheduler (Drug and Alcohol Testing)	25.47	
12320	Substance Abuse Treatment Counselor	25.06	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.34	
13012	Exhibits Specialist II	26.44	
13013	Exhibits Specialist III	32.35	
13041	Illustrator I	21.34	
13042	Illustrator II	26.44	
13043	Illustrator III	32.35	
13047	Librarian	29.28	
13050	Library Aide/Clerk	16.79	
13054	Library Information Technology Systems Administrator	26.44	
13058	Library Technician	21.09	
13061	Media Specialist I	19.08	
13062	Media Specialist II	21.34	
13063	Media Specialist III	23.79	
13071	Photographer I	19.08	
13072	Photographer II	21.34	
13073	Photographer III	26.44	
13074	Photographer IV	32.35	
13075	Photographer V	39.13	
13090	Technical Order Library Clerk	21.09	
13110	Video Teleconference Technician	22.66	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.26	
14042	Computer Operator II	21.54	
14043	Computer Operator III	24.02	
14044	Computer Operator IV	26.70	

14045	Computer Operator V		29.56
14071	Computer Programmer I	(see 1)	20.75
14072	Computer Programmer II	(see 1)	25.70
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.26
14160	Personal Computer Support Technician		26.70
14170	System Support Specialist		29.56

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.91	
15020	Aircrew Training Devices Instructor (Rated)		38.60	
15030	Air Crew Training Devices Instructor (Pilot)		46.28	
15050	Computer Based Training Specialist / Instructor		31.91	
15060	Educational Technologist		30.72	
15070	Flight Instructor (Pilot)		46.28	
15080	Graphic Artist		23.52	
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		25.69	
15095	Technical Instructor/Course Developer		31.43	
15110	Test Proctor		20.74	
15120	Tutor		20.74	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		16.48	
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		17.44	
16220	Tailor		18.45	
16250	Washer, Machine		14.50	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.40	
19040	Tool And Die Maker		29.64	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.62	
21030	Material Coordinator		23.06	
21040	Material Expediter		23.06	
21050	Material Handling Laborer		17.59	
21071	Order Filler		14.58	***
21080	Production Line Worker (Food Processing)		18.62	
21110	Shipping Packer		18.23	
21130	Shipping/Receiving Clerk		18.23	
21140	Store Worker I		16.98	
21150	Stock Clerk		21.91	
21210	Tools And Parts Attendant		18.62	
21410	Warehouse Specialist		18.62	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.33	
23019	Aircraft Logs and Records Technician		25.66	

23021	Aircraft Mechanic I	29.10	
23022	Aircraft Mechanic II	30.33	
23023	Aircraft Mechanic III	31.49	
23040	Aircraft Mechanic Helper	22.51	
23050	Aircraft, Painter	27.94	
23060	Aircraft Servicer	25.66	
23070	Aircraft Survival Flight Equipment Technician	27.94	
23080	Aircraft Worker	26.76	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.76	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.10	
23110	Appliance Mechanic	27.94	
23120	Bicycle Repairer	23.46	
23125	Cable Splicer	35.53	
23130	Carpenter, Maintenance	25.27	
23140	Carpet Layer	26.76	
23160	Electrician, Maintenance	29.72	
23181	Electronics Technician Maintenance I	28.59	
23182	Electronics Technician Maintenance II	29.85	
23183	Electronics Technician Maintenance III	31.09	
23260	Fabric Worker	25.66	
23290	Fire Alarm System Mechanic	29.04	
23310	Fire Extinguisher Repairer	24.11	
23311	Fuel Distribution System Mechanic	31.10	
23312	Fuel Distribution System Operator	25.96	
23370	General Maintenance Worker	22.55	
23380	Ground Support Equipment Mechanic	29.10	
23381	Ground Support Equipment Servicer	25.66	
23382	Ground Support Equipment Worker	26.76	
23391	Gunsmith I	24.11	
23392	Gunsmith II	26.76	
23393	Gunsmith III	29.10	
23410	Heating, Ventilation And Air-Conditioning Mechanic	31.60	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.94	
23430	Heavy Equipment Mechanic	29.57	
23440	Heavy Equipment Operator	32.00	
23460	Instrument Mechanic	29.10	
23465	Laboratory/Shelter Mechanic	27.94	
23470	Laborer	17.59	
23510	Locksmith	27.18	
23530	Machinery Maintenance Mechanic	27.52	
23550	Machinist, Maintenance	26.14	
23580	Maintenance Trades Helper	14.39	***
23591	Metrology Technician I	29.10	
23592	Metrology Technician II	30.33	
23593	Metrology Technician III	31.49	
23640	Millwright	29.10	
23710	Office Appliance Repairer	21.82	
23760	Painter, Maintenance	27.98	
23790	Pipefitter, Maintenance	36.40	
23810	Plumber, Maintenance	34.94	
23820	Pneudraulic Systems Mechanic	29.10	
23850	Rigger	29.10	
23870	Scale Mechanic	26.76	
23890	Sheet-Metal Worker, Maintenance	28.76	
23910	Small Engine Mechanic	21.44	
23931	Telecommunications Mechanic I	33.54	
23932	Telecommunications Mechanic II	34.96	
23950	Telephone Lineman	22.62	
23960	Welder, Combination, Maintenance	23.37	
23965	Well Driller	24.94	
23970	Woodcraft Worker	29.10	
23980	Woodworker	24.11	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.61	
24570	Child Care Attendant	13.14	***
24580	Child Care Center Clerk	16.38	
24610	Chore Aide	15.02	***

24620	Family Readiness And Support Services Coordinator	18.61
24630	Homemaker	18.61

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.45	
25040	Sewage Plant Operator	27.57	
25070	Stationary Engineer	30.45	
25190	Ventilation Equipment Tender	23.55	
25210	Water Treatment Plant Operator	27.57	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.94	
27007	Baggage Inspector	18.05	
27008	Corrections Officer	26.72	
27010	Court Security Officer	20.75	
27030	Detection Dog Handler	20.18	
27040	Detention Officer	26.72	
27070	Firefighter	20.32	
27101	Guard I	18.05	
27102	Guard II	20.18	
27131	Police Officer I	33.11	
27132	Police Officer II	36.80	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.24	***
28042	Carnival Equipment Repairer	16.32	
28043	Carnival Worker	12.06	***
28210	Gate Attendant/Gate Tender	17.60	
28310	Lifeguard	14.00	***
28350	Park Attendant (Aide)	19.68	
28510	Recreation Aide/Health Facility Attendant	14.37	***
28515	Recreation Specialist	24.39	
28630	Sports Official	15.68	***
28690	Swimming Pool Operator	18.12	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.76	
29020	Hatch Tender	26.76	
29030	Line Handler	26.76	
29041	Stevedore I	25.66	
29042	Stevedore II	27.94	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.56	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.72	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.84	
30021	Archeological Technician I	19.52	
30022	Archeological Technician II	21.83	
30023	Archeological Technician III	27.04	
30030	Cartographic Technician	27.04	
30040	Civil Engineering Technician	32.45	
30051	Cryogenic Technician I	29.95	
30052	Cryogenic Technician II	33.08	
30061	Drafter/CAD Operator I	19.52	
30062	Drafter/CAD Operator II	21.83	
30063	Drafter/CAD Operator III	24.33	
30064	Drafter/CAD Operator IV	29.95	
30081	Engineering Technician I	17.83	
30082	Engineering Technician II	20.03	
30083	Engineering Technician III	22.41	
30084	Engineering Technician IV	27.74	
30085	Engineering Technician V	33.11	

30086	Engineering Technician VI	41.07
30090	Environmental Technician	27.04
30095	Evidence Control Specialist	27.04
30210	Laboratory Technician	24.33
30221	Latent Fingerprint Technician I	29.95
30222	Latent Fingerprint Technician II	33.08
30240	Mathematical Technician	27.04
30361	Paralegal/Legal Assistant I	21.43
30362	Paralegal/Legal Assistant II	26.55
30363	Paralegal/Legal Assistant III	32.48
30364	Paralegal/Legal Assistant IV	39.29
30375	Petroleum Supply Specialist	33.08
30390	Photo-Optics Technician	27.04
30395	Radiation Control Technician	33.08
30461	Technical Writer I	27.04
30462	Technical Writer II	33.08
30463	Technical Writer III	40.03
30491	Unexploded Ordnance (UXO) Technician I	28.32
30492	Unexploded Ordnance (UXO) Technician II	34.26
30493	Unexploded Ordnance (UXO) Technician III	41.07
30494	Unexploded (UXO) Safety Escort	28.32
30495	Unexploded (UXO) Sweep Personnel	28.32
30501	Weather Forecaster I	29.95
30502	Weather Forecaster II	36.44
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.33
30621	Weather Observer, Senior	(see 2) 27.04

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.26	
31020	Bus Aide	14.90	***
31030	Bus Driver	19.75	
31043	Driver Courier	17.31	
31260	Parking and Lot Attendant	12.73	***
31290	Shuttle Bus Driver	18.92	
31310	Taxi Driver	14.10	***
31361	Truckdriver, Light	18.55	
31362	Truckdriver, Medium	19.75	
31363	Truckdriver, Heavy	23.79	
31364	Truckdriver, Tractor-Trailer	23.79	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.71	
99030	Cashier	13.62	***
99050	Desk Clerk	13.88	***
99095	Embalmer	28.32	
99130	Flight Follower	28.32	
99251	Laboratory Animal Caretaker I	18.18	
99252	Laboratory Animal Caretaker II	19.48	
99260	Marketing Analyst	29.74	
99310	Mortician	28.32	
99410	Pest Controller	26.86	
99510	Photofinishing Worker	14.88	***
99710	Recycling Laborer	20.27	
99711	Recycling Specialist	23.55	
99730	Refuse Collector	18.64	
99810	Sales Clerk	14.02	***
99820	School Crossing Guard	20.30	
99830	Survey Party Chief	24.48	
99831	Surveying Aide	14.32	***
99832	Surveying Technician	18.69	
99840	Vending Machine Attendant	23.31	
99841	Vending Machine Repairer	27.72	
99842	Vending Machine Repairer Helper	23.31	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4955

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Becker, Beltrami, Cass, Clearwater, Crow Wing, Hubbard, Kittson, Lake of The Woo, Mahnomem, Marshall, Norman, Otter Tail, Pennington, Red Lake, Roseau, Wadena, Wilkin

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.27	
01012	Accounting Clerk II	18.26	
01013	Accounting Clerk III	20.42	
01020	Administrative Assistant	26.60	
01035	Court Reporter	26.64	
01041	Customer Service Representative I	14.90	***
01042	Customer Service Representative II	16.26	
01043	Customer Service Representative III	18.27	
01051	Data Entry Operator I	16.01	***
01052	Data Entry Operator II	17.47	
01060	Dispatcher, Motor Vehicle	25.30	
01070	Document Preparation Clerk	18.14	
01090	Duplicating Machine Operator	18.14	
01111	General Clerk I	14.49	***
01112	General Clerk II	15.81	***
01113	General Clerk III	17.74	
01120	Housing Referral Assistant	22.29	
01141	Messenger Courier	16.76	
01191	Order Clerk I	16.88	

01192	Order Clerk II	18.42	
01261	Personnel Assistant (Employment) I	17.66	
01262	Personnel Assistant (Employment) II	19.75	
01263	Personnel Assistant (Employment) III	22.02	
01270	Production Control Clerk	23.03	
01290	Rental Clerk	14.02	***
01300	Scheduler, Maintenance	17.87	
01311	Secretary I	17.87	
01312	Secretary II	20.00	
01313	Secretary III	22.29	
01320	Service Order Dispatcher	21.27	
01410	Supply Technician	26.60	
01420	Survey Worker	17.66	
01460	Switchboard Operator/Receptionist	14.91	***
01531	Travel Clerk I	16.59	
01532	Travel Clerk II	17.91	
01533	Travel Clerk III	19.26	
01611	Word Processor I	15.92	***
01612	Word Processor II	17.87	
01613	Word Processor III	20.00	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.69	
05010	Automotive Electrician	21.12	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.69	
05130	Motor Equipment Metal Mechanic	22.10	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.10	
05220	Motor Vehicle Mechanic Helper	16.49	
05250	Motor Vehicle Upholstery Worker	18.86	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.12	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	17.12	
05400	Transmission Repair Specialist	22.10	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.83	***
07041	Cook I	15.14	***
07042	Cook II	17.12	
07070	Dishwasher	11.59	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.76	
07260	Waiter/Waitress	11.41	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.93	
09040	Furniture Handler	13.49	***
09080	Furniture Refinisher	19.62	
09090	Furniture Refinisher Helper	15.93	***
09110	Furniture Repairer, Minor	17.35	
09130	Upholsterer	18.05	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.22	***
11060	Elevator Operator	15.22	***
11090	Gardener	18.60	
11122	Housekeeping Aide	15.28	***
11150	Janitor	15.28	***
11210	Laborer, Grounds Maintenance	16.58	
11240	Maid or Houseman	14.16	***
11260	Pruner	14.05	***

11270	Tractor Operator	17.34
11330	Trail Maintenance Worker	16.58
11360	Window Cleaner	16.65

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.68	
12011	Breath Alcohol Technician	20.18	
12012	Certified Occupational Therapist Assistant	23.86	
12015	Certified Physical Therapist Assistant	27.75	
12020	Dental Assistant	22.90	
12025	Dental Hygienist	38.87	
12030	EKG Technician	30.59	
12035	Electroneurodiagnostic Technologist	30.59	
12040	Emergency Medical Technician	18.68	
12071	Licensed Practical Nurse I	18.04	
12072	Licensed Practical Nurse II	20.18	
12073	Licensed Practical Nurse III	22.50	
12100	Medical Assistant	20.25	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	20.26	
12190	Medical Record Technician	22.66	
12195	Medical Transcriptionist	22.05	
12210	Nuclear Medicine Technologist	44.36	
12221	Nursing Assistant I	12.41	***
12222	Nursing Assistant II	13.95	***
12223	Nursing Assistant III	15.21	***
12224	Nursing Assistant IV	17.09	
12235	Optical Dispenser	19.78	
12236	Optical Technician	18.04	
12250	Pharmacy Technician	17.61	
12280	Phlebotomist	14.72	***
12305	Radiologic Technologist	29.88	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	29.81	
12313	Registered Nurse II, Specialist	29.81	
12314	Registered Nurse III	36.06	
12315	Registered Nurse III, Anesthetist	36.06	
12316	Registered Nurse IV	43.23	
12317	Scheduler (Drug and Alcohol Testing)	25.01	
12320	Substance Abuse Treatment Counselor	23.35	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.28	
13012	Exhibits Specialist II	26.36	
13013	Exhibits Specialist III	32.24	
13041	Illustrator I	21.28	
13042	Illustrator II	26.36	
13043	Illustrator III	32.24	
13047	Librarian	29.19	
13050	Library Aide/Clerk	13.90	***
13054	Library Information Technology Systems Administrator	26.36	
13058	Library Technician	20.30	
13061	Media Specialist I	19.03	
13062	Media Specialist II	21.28	
13063	Media Specialist III	23.71	
13071	Photographer I	18.80	
13072	Photographer II	21.28	
13073	Photographer III	26.36	
13074	Photographer IV	32.24	
13075	Photographer V	39.02	
13090	Technical Order Library Clerk	17.28	
13110	Video Teleconference Technician	17.97	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.06	

14043	Computer Operator III		23.48
14044	Computer Operator IV		26.10
14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	22.40
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.83
14160	Personal Computer Support Technician		26.21
14170	System Support Specialist		29.03

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.85	
15020	Aircrew Training Devices Instructor (Rated)		37.32	
15030	Air Crew Training Devices Instructor (Pilot)		44.48	
15050	Computer Based Training Specialist / Instructor		30.85	
15060	Educational Technologist		35.22	
15070	Flight Instructor (Pilot)		44.48	
15080	Graphic Artist		21.99	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.86	
15086	Maintenance Test Pilot, Rotary Wing		43.86	
15088	Non-Maintenance Test/Co-Pilot		43.86	
15090	Technical Instructor		23.63	
15095	Technical Instructor/Course Developer		28.91	
15110	Test Proctor		19.07	
15120	Tutor		19.07	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		15.81	***
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		16.74	
16220	Tailor		17.69	
16250	Washer, Machine		14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.70	
19040	Tool And Die Maker		27.79	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.62	
21030	Material Coordinator		23.03	
21040	Material Expediter		23.03	
21050	Material Handling Laborer		17.52	
21071	Order Filler		14.39	***
21080	Production Line Worker (Food Processing)		18.62	
21110	Shipping Packer		19.03	
21130	Shipping/Receiving Clerk		19.03	
21140	Store Worker I		15.96	***
21150	Stock Clerk		20.49	
21210	Tools And Parts Attendant		18.62	
21410	Warehouse Specialist		18.62	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	27.80
23019	Aircraft Logs and Records Technician	22.96
23021	Aircraft Mechanic I	26.76
23022	Aircraft Mechanic II	27.80
23023	Aircraft Mechanic III	28.86
23040	Aircraft Mechanic Helper	20.70
23050	Aircraft, Painter	25.62
23060	Aircraft Servicer	22.96
23070	Aircraft Survival Flight Equipment Technician	25.62
23080	Aircraft Worker	24.31
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.31
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.76
23110	Appliance Mechanic	26.80
23120	Bicycle Repairer	22.46
23125	Cable Splicer	43.81
23130	Carpenter, Maintenance	22.64
23140	Carpet Layer	25.38
23160	Electrician, Maintenance	29.31
23181	Electronics Technician Maintenance I	31.01
23182	Electronics Technician Maintenance II	32.74
23183	Electronics Technician Maintenance III	34.27
23260	Fabric Worker	23.95
23290	Fire Alarm System Mechanic	28.04
23310	Fire Extinguisher Repairer	22.46
23311	Fuel Distribution System Mechanic	38.43
23312	Fuel Distribution System Operator	30.78
23370	General Maintenance Worker	21.92
23380	Ground Support Equipment Mechanic	26.76
23381	Ground Support Equipment Servicer	22.96
23382	Ground Support Equipment Worker	24.31
23391	Gunsmith I	22.46
23392	Gunsmith II	25.38
23393	Gunsmith III	28.04
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.26
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.36
23430	Heavy Equipment Mechanic	29.34
23440	Heavy Equipment Operator	26.33
23460	Instrument Mechanic	28.04
23465	Laboratory/Shelter Mechanic	26.80
23470	Laborer	17.52
23510	Locksmith	26.80
23530	Machinery Maintenance Mechanic	26.74
23550	Machinist, Maintenance	22.51
23580	Maintenance Trades Helper	16.62
23591	Metrology Technician I	28.04
23592	Metrology Technician II	29.14
23593	Metrology Technician III	30.25
23640	Millwright	33.14
23710	Office Appliance Repairer	25.55
23760	Painter, Maintenance	22.23
23790	Pipefitter, Maintenance	29.96
23810	Plumber, Maintenance	28.63
23820	Pneudraulic Systems Mechanic	28.04
23850	Rigger	27.86
23870	Scale Mechanic	25.38
23890	Sheet-Metal Worker, Maintenance	36.18
23910	Small Engine Mechanic	19.97
23931	Telecommunications Mechanic I	28.98
23932	Telecommunications Mechanic II	30.11
23950	Telephone Lineman	25.78
23960	Welder, Combination, Maintenance	22.53
23965	Well Driller	25.88
23970	Woodcraft Worker	28.04
23980	Woodworker	22.46

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.51	
24570	Child Care Attendant	13.53	***

24580	Child Care Center Clerk	16.87	
24610	Chore Aide	13.83	***
24620	Family Readiness And Support Services Coordinator	18.51	
24630	Homemaker	18.51	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.36	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	29.36	
25190	Ventilation Equipment Tender	21.90	
25210	Water Treatment Plant Operator	28.50	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.69	
27007	Baggage Inspector	16.68	
27008	Corrections Officer	22.85	
27010	Court Security Officer	20.66	
27030	Detection Dog Handler	18.66	
27040	Detention Officer	22.85	
27070	Firefighter	18.96	
27101	Guard I	16.68	
27102	Guard II	18.66	
27131	Police Officer I	26.47	
27132	Police Officer II	29.42	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.86	***
28042	Carnival Equipment Repairer	15.94	***
28043	Carnival Worker	11.66	***
28210	Gate Attendant/Gate Tender	16.70	
28310	Lifeguard	11.92	***
28350	Park Attendant (Aide)	18.67	
28510	Recreation Aide/Health Facility Attendant	13.64	***
28515	Recreation Specialist	22.37	
28630	Sports Official	14.88	***
28690	Swimming Pool Operator	18.02	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.38	
29020	Hatch Tender	25.38	
29030	Line Handler	25.38	
29041	Stevedore I	23.95	
29042	Stevedore II	26.80	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.26	
30022	Archeological Technician II	19.30	
30023	Archeological Technician III	23.91	
30030	Cartographic Technician	23.91	
30040	Civil Engineering Technician	32.45	
30051	Cryogenic Technician I	26.48	
30052	Cryogenic Technician II	29.25	
30061	Drafter/CAD Operator I	17.26	
30062	Drafter/CAD Operator II	19.30	
30063	Drafter/CAD Operator III	21.51	
30064	Drafter/CAD Operator IV	26.48	
30081	Engineering Technician I	15.98	***
30082	Engineering Technician II	17.95	
30083	Engineering Technician III	20.08	

30084	Engineering Technician IV	25.61
30085	Engineering Technician V	30.42
30086	Engineering Technician VI	36.82
30090	Environmental Technician	23.54
30095	Evidence Control Specialist	23.91
30210	Laboratory Technician	21.72
30221	Latent Fingerprint Technician I	26.48
30222	Latent Fingerprint Technician II	29.25
30240	Mathematical Technician	23.91
30361	Paralegal/Legal Assistant I	18.62
30362	Paralegal/Legal Assistant II	22.74
30363	Paralegal/Legal Assistant III	27.82
30364	Paralegal/Legal Assistant IV	33.65
30375	Petroleum Supply Specialist	29.25
30390	Photo-Optics Technician	23.91
30395	Radiation Control Technician	29.25
30461	Technical Writer I	24.39
30462	Technical Writer II	29.84
30463	Technical Writer III	36.09
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.48
30502	Weather Forecaster II	32.21
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.51
30621	Weather Observer, Senior	(see 2) 23.91

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.67	***
31030	Bus Driver	18.62	
31043	Driver Courier	18.38	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	19.56	
31310	Taxi Driver	18.30	
31361	Truckdriver, Light	19.71	
31362	Truckdriver, Medium	21.02	
31363	Truckdriver, Heavy	23.17	
31364	Truckdriver, Tractor-Trailer	23.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	12.87	***
99050	Desk Clerk	13.61	***
99095	Embalmer	38.49	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.22	***
99252	Laboratory Animal Caretaker II	15.26	***
99260	Marketing Analyst	28.87	
99310	Mortician	38.49	
99410	Pest Controller	25.28	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	22.94	
99711	Recycling Specialist	26.82	
99730	Refuse Collector	21.04	
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	17.48	
99830	Survey Party Chief	33.13	
99831	Surveying Aide	22.26	
99832	Surveying Technician	29.11	
99840	Vending Machine Attendant	21.59	
99841	Vending Machine Repairer	26.17	
99842	Vending Machine Repairer Helper	21.59	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4957

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Douglas, Grant, Morrison, Pope, Stevens, Todd, Traverse

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.51	
01012	Accounting Clerk II	18.52	
01013	Accounting Clerk III	20.72	
01020	Administrative Assistant	26.60	
01035	Court Reporter	25.72	
01041	Customer Service Representative I	14.90	***
01042	Customer Service Representative II	16.26	
01043	Customer Service Representative III	18.27	
01051	Data Entry Operator I	16.01	***
01052	Data Entry Operator II	17.47	
01060	Dispatcher, Motor Vehicle	24.85	
01070	Document Preparation Clerk	18.14	
01090	Duplicating Machine Operator	18.14	
01111	General Clerk I	14.49	***
01112	General Clerk II	15.81	***
01113	General Clerk III	17.74	
01120	Housing Referral Assistant	22.29	
01141	Messenger Courier	16.76	
01191	Order Clerk I	16.88	
01192	Order Clerk II	18.42	

01261	Personnel Assistant (Employment) I	16.96	
01262	Personnel Assistant (Employment) II	18.96	
01263	Personnel Assistant (Employment) III	21.14	
01270	Production Control Clerk	23.03	
01290	Rental Clerk	14.02	***
01300	Scheduler, Maintenance	17.87	
01311	Secretary I	17.87	
01312	Secretary II	20.00	
01313	Secretary III	22.29	
01320	Service Order Dispatcher	22.12	
01410	Supply Technician	26.60	
01420	Survey Worker	17.66	
01460	Switchboard Operator/Receptionist	14.91	***
01531	Travel Clerk I	16.59	
01532	Travel Clerk II	17.91	
01533	Travel Clerk III	19.26	
01611	Word Processor I	15.92	***
01612	Word Processor II	17.87	
01613	Word Processor III	20.00	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.69	
05010	Automotive Electrician	21.12	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.69	
05130	Motor Equipment Metal Mechanic	22.10	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.10	
05220	Motor Vehicle Mechanic Helper	16.49	
05250	Motor Vehicle Upholstery Worker	18.86	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.12	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	17.12	
05400	Transmission Repair Specialist	22.10	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.83	***
07041	Cook I	15.14	***
07042	Cook II	17.12	
07070	Dishwasher	11.59	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.52	
07260	Waiter/Waitress	11.41	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.93	
09040	Furniture Handler	13.54	***
09080	Furniture Refinisher	18.12	
09090	Furniture Refinisher Helper	15.03	***
09110	Furniture Repairer, Minor	16.64	
09130	Upholsterer	18.05	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.22	***
11060	Elevator Operator	15.22	***
11090	Gardener	19.65	
11122	Housekeeping Aide	15.28	***
11150	Janitor	15.28	***
11210	Laborer, Grounds Maintenance	16.07	***
11240	Maid or Houseman	14.16	***
11260	Pruner	15.47	***
11270	Tractor Operator	18.59	

11330	Trail Maintenance Worker	16.07	***
11360	Window Cleaner	16.65	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.68	
12011	Breath Alcohol Technician	20.18	
12012	Certified Occupational Therapist Assistant	23.86	
12015	Certified Physical Therapist Assistant	27.75	
12020	Dental Assistant	22.90	
12025	Dental Hygienist	38.87	
12030	EKG Technician	30.59	
12035	Electroneurodiagnostic Technologist	30.59	
12040	Emergency Medical Technician	18.68	
12071	Licensed Practical Nurse I	18.04	
12072	Licensed Practical Nurse II	20.18	
12073	Licensed Practical Nurse III	22.50	
12100	Medical Assistant	20.25	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	20.26	
12190	Medical Record Technician	22.66	
12195	Medical Transcriptionist	22.05	
12210	Nuclear Medicine Technologist	44.36	
12221	Nursing Assistant I	12.41	***
12222	Nursing Assistant II	13.95	***
12223	Nursing Assistant III	15.21	***
12224	Nursing Assistant IV	17.09	
12235	Optical Dispenser	19.78	
12236	Optical Technician	18.04	
12250	Pharmacy Technician	17.61	
12280	Phlebotomist	14.84	***
12305	Radiologic Technologist	29.88	
12311	Registered Nurse I	24.37	
12312	Registered Nurse II	29.81	
12313	Registered Nurse II, Specialist	29.81	
12314	Registered Nurse III	36.06	
12315	Registered Nurse III, Anesthetist	36.06	
12316	Registered Nurse IV	43.23	
12317	Scheduler (Drug and Alcohol Testing)	25.01	
12320	Substance Abuse Treatment Counselor	23.35	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.28	
13012	Exhibits Specialist II	26.36	
13013	Exhibits Specialist III	32.24	
13041	Illustrator I	21.28	
13042	Illustrator II	26.36	
13043	Illustrator III	32.24	
13047	Librarian	29.19	
13050	Library Aide/Clerk	14.27	***
13054	Library Information Technology Systems Administrator	26.36	
13058	Library Technician	20.30	
13061	Media Specialist I	19.03	
13062	Media Specialist II	21.28	
13063	Media Specialist III	23.71	
13071	Photographer I	19.03	
13072	Photographer II	21.28	
13073	Photographer III	26.36	
13074	Photographer IV	32.24	
13075	Photographer V	39.02	
13090	Technical Order Library Clerk	17.28	
13110	Video Teleconference Technician	17.97	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.83	
14042	Computer Operator II	21.06	
14043	Computer Operator III	23.48	

14044	Computer Operator IV		26.10
14045	Computer Operator V		28.90
14071	Computer Programmer I	(see 1)	22.40
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.83
14160	Personal Computer Support Technician		26.10
14170	System Support Specialist		29.03

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.85	
15020	Aircrew Training Devices Instructor (Rated)		37.32	
15030	Air Crew Training Devices Instructor (Pilot)		44.74	
15050	Computer Based Training Specialist / Instructor		30.85	
15060	Educational Technologist		33.42	
15070	Flight Instructor (Pilot)		44.74	
15080	Graphic Artist		22.36	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.86	
15086	Maintenance Test Pilot, Rotary Wing		43.86	
15088	Non-Maintenance Test/Co-Pilot		43.86	
15090	Technical Instructor		23.63	
15095	Technical Instructor/Course Developer		28.91	
15110	Test Proctor		19.07	
15120	Tutor		19.07	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		15.81	***
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		16.74	
16220	Tailor		17.69	
16250	Washer, Machine		14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.70	
19040	Tool And Die Maker		27.79	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.62	
21030	Material Coordinator		23.03	
21040	Material Expediter		23.03	
21050	Material Handling Laborer		17.52	
21071	Order Filler		14.39	***
21080	Production Line Worker (Food Processing)		18.62	
21110	Shipping Packer		19.03	
21130	Shipping/Receiving Clerk		19.03	
21140	Store Worker I		15.96	***
21150	Stock Clerk		20.49	
21210	Tools And Parts Attendant		18.62	
21410	Warehouse Specialist		18.62	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.80	

23019	Aircraft Logs and Records Technician	22.96	
23021	Aircraft Mechanic I	26.76	
23022	Aircraft Mechanic II	27.80	
23023	Aircraft Mechanic III	28.86	
23040	Aircraft Mechanic Helper	20.07	
23050	Aircraft, Painter	25.62	
23060	Aircraft Servicer	22.96	
23070	Aircraft Survival Flight Equipment Technician	25.62	
23080	Aircraft Worker	24.31	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.31	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.76	
23110	Appliance Mechanic	26.80	
23120	Bicycle Repairer	22.31	
23125	Cable Splicer	43.81	
23130	Carpenter, Maintenance	22.36	
23140	Carpet Layer	25.38	
23160	Electrician, Maintenance	29.31	
23181	Electronics Technician Maintenance I	31.01	
23182	Electronics Technician Maintenance II	32.74	
23183	Electronics Technician Maintenance III	34.27	
23260	Fabric Worker	23.95	
23290	Fire Alarm System Mechanic	28.04	
23310	Fire Extinguisher Repairer	22.46	
23311	Fuel Distribution System Mechanic	37.94	
23312	Fuel Distribution System Operator	30.78	
23370	General Maintenance Worker	21.92	
23380	Ground Support Equipment Mechanic	26.76	
23381	Ground Support Equipment Servicer	22.96	
23382	Ground Support Equipment Worker	24.31	
23391	Gunsmith I	22.46	
23392	Gunsmith II	25.38	
23393	Gunsmith III	28.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.26	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.36	
23430	Heavy Equipment Mechanic	29.34	
23440	Heavy Equipment Operator	26.33	
23460	Instrument Mechanic	28.04	
23465	Laboratory/Shelter Mechanic	26.80	
23470	Laborer	17.52	
23510	Locksmith	26.80	
23530	Machinery Maintenance Mechanic	26.74	
23550	Machinist, Maintenance	22.51	
23580	Maintenance Trades Helper	14.25	***
23591	Metrology Technician I	28.04	
23592	Metrology Technician II	29.14	
23593	Metrology Technician III	30.25	
23640	Millwright	33.14	
23710	Office Appliance Repairer	25.55	
23760	Painter, Maintenance	19.88	
23790	Pipefitter, Maintenance	29.96	
23810	Plumber, Maintenance	28.63	
23820	Pneudraulic Systems Mechanic	28.04	
23850	Rigger	27.86	
23870	Scale Mechanic	25.38	
23890	Sheet-Metal Worker, Maintenance	36.18	
23910	Small Engine Mechanic	22.03	
23931	Telecommunications Mechanic I	28.98	
23932	Telecommunications Mechanic II	30.11	
23950	Telephone Lineman	25.78	
23960	Welder, Combination, Maintenance	22.53	
23965	Well Driller	25.88	
23970	Woodcraft Worker	28.04	
23980	Woodworker	22.46	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.51	
24570	Child Care Attendant	13.29	***
24580	Child Care Center Clerk	16.57	

24610	Chore Aide	13.83	***
24620	Family Readiness And Support Services Coordinator	18.51	
24630	Homemaker	18.51	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.36	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	29.36	
25190	Ventilation Equipment Tender	21.90	
25210	Water Treatment Plant Operator	28.50	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.69	
27007	Baggage Inspector	16.68	
27008	Corrections Officer	22.85	
27010	Court Security Officer	20.66	
27030	Detection Dog Handler	18.66	
27040	Detention Officer	22.85	
27070	Firefighter	19.76	
27101	Guard I	16.68	
27102	Guard II	18.66	
27131	Police Officer I	26.47	
27132	Police Officer II	29.42	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.86	***
28042	Carnival Equipment Repairer	15.94	***
28043	Carnival Worker	11.66	***
28210	Gate Attendant/Gate Tender	17.66	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	19.75	
28510	Recreation Aide/Health Facility Attendant	14.42	***
28515	Recreation Specialist	22.37	
28630	Sports Official	15.73	***
28690	Swimming Pool Operator	18.02	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.38	
29020	Hatch Tender	25.38	
29030	Line Handler	25.38	
29041	Stevedore I	23.95	
29042	Stevedore II	26.80	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.45	
30022	Archeological Technician II	20.64	
30023	Archeological Technician III	25.58	
30030	Cartographic Technician	25.58	
30040	Civil Engineering Technician	32.45	
30051	Cryogenic Technician I	26.48	
30052	Cryogenic Technician II	29.25	
30061	Drafter/CAD Operator I	18.45	
30062	Drafter/CAD Operator II	20.64	
30063	Drafter/CAD Operator III	23.02	
30064	Drafter/CAD Operator IV	28.32	
30081	Engineering Technician I	16.21	
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.37	
30084	Engineering Technician IV	25.22	

30085	Engineering Technician V		30.42
30086	Engineering Technician VI		37.34
30090	Environmental Technician		25.58
30095	Evidence Control Specialist		23.91
30210	Laboratory Technician		23.02
30221	Latent Fingerprint Technician I		26.48
30222	Latent Fingerprint Technician II		29.25
30240	Mathematical Technician		25.58
30361	Paralegal/Legal Assistant I		18.85
30362	Paralegal/Legal Assistant II		23.34
30363	Paralegal/Legal Assistant III		28.56
30364	Paralegal/Legal Assistant IV		34.55
30375	Petroleum Supply Specialist		29.25
30390	Photo-Optics Technician		25.58
30395	Radiation Control Technician		29.25
30461	Technical Writer I		25.58
30462	Technical Writer II		31.29
30463	Technical Writer III		37.85
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		26.48
30502	Weather Forecaster II		32.21
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	23.02
30621	Weather Observer, Senior	(see 2)	25.58

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.77	***
31030	Bus Driver	18.45	
31043	Driver Courier	18.38	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	19.56	
31310	Taxi Driver	15.62	***
31361	Truckdriver, Light	19.71	
31362	Truckdriver, Medium	21.02	
31363	Truckdriver, Heavy	23.17	
31364	Truckdriver, Tractor-Trailer	23.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	12.87	***
99050	Desk Clerk	13.61	***
99095	Embalmer	30.69	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.22	***
99252	Laboratory Animal Caretaker II	15.26	***
99260	Marketing Analyst	28.87	
99310	Mortician	30.69	
99410	Pest Controller	25.28	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	22.94	
99711	Recycling Specialist	26.82	
99730	Refuse Collector	21.04	
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	17.48	
99830	Survey Party Chief	36.43	
99831	Surveying Aide	21.31	
99832	Surveying Technician	27.82	
99840	Vending Machine Attendant	21.59	
99841	Vending Machine Repairer	26.17	
99842	Vending Machine Repairer Helper	21.59	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4959

States/Territories. : Minnesota

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Aitkin, Cook, Itasca, Kanabec, Koochiching, Lake, Pine

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.20	***
01012	Accounting Clerk II	17.06	
01013	Accounting Clerk III	19.08	
01020	Administrative Assistant	29.34	
01035	Court Reporter	19.15	
01041	Customer Service Representative I	14.08	***
01042	Customer Service Representative II	15.57	***
01043	Customer Service Representative III	17.28	
01051	Data Entry Operator I	13.57	***
01052	Data Entry Operator II	14.81	***
01060	Dispatcher, Motor Vehicle	20.91	
01070	Document Preparation Clerk	16.26	
01090	Duplicating Machine Operator	16.26	
01111	General Clerk I	14.46	***
01112	General Clerk II	15.77	***
01113	General Clerk III	17.70	
01120	Housing Referral Assistant	21.35	
01141	Messenger Courier	12.44	***
01191	Order Clerk I	14.05	***
01192	Order Clerk II	15.25	***

01261	Personnel Assistant (Employment) I	17.12	
01262	Personnel Assistant (Employment) II	19.15	
01263	Personnel Assistant (Employment) III	21.35	
01270	Production Control Clerk	29.57	
01290	Rental Clerk	12.33	***
01300	Scheduler, Maintenance	17.12	
01311	Secretary I	17.12	
01312	Secretary II	19.15	
01313	Secretary III	21.35	
01320	Service Order Dispatcher	17.61	
01410	Supply Technician	29.34	
01420	Survey Worker	17.60	
01460	Switchboard Operator/Receptionist	16.76	
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	16.84	
01533	Travel Clerk III	18.10	
01611	Word Processor I	15.25	***
01612	Word Processor II	17.12	
01613	Word Processor III	19.15	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.25	
05010	Automotive Electrician	21.63	
05040	Automotive Glass Installer	20.77	
05070	Automotive Worker	20.77	
05110	Mobile Equipment Servicer	18.87	
05130	Motor Equipment Metal Mechanic	22.38	
05160	Motor Equipment Metal Worker	20.77	
05190	Motor Vehicle Mechanic	22.38	
05220	Motor Vehicle Mechanic Helper	17.86	
05250	Motor Vehicle Upholstery Worker	19.85	
05280	Motor Vehicle Wrecker	20.77	
05310	Painter, Automotive	21.63	
05340	Radiator Repair Specialist	20.77	
05370	Tire Repairer	18.87	
05400	Transmission Repair Specialist	22.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.27	***
07041	Cook I	16.57	
07042	Cook II	18.24	
07070	Dishwasher	11.61	***
07130	Food Service Worker	14.34	***
07210	Meat Cutter	22.96	
07260	Waiter/Waitress	11.61	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.89	
09040	Furniture Handler	18.27	
09080	Furniture Refinisher	24.89	
09090	Furniture Refinisher Helper	21.38	
09110	Furniture Repairer, Minor	23.10	
09130	Upholsterer	24.89	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.24	***
11060	Elevator Operator	14.24	***
11090	Gardener	18.01	
11122	Housekeeping Aide	14.41	***
11150	Janitor	14.41	***
11210	Laborer, Grounds Maintenance	15.16	***
11240	Maid or Houseman	14.99	***
11260	Pruner	14.18	***
11270	Tractor Operator	17.04	

11330	Trail Maintenance Worker	15.16	***
11360	Window Cleaner	15.41	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.56	
12011	Breath Alcohol Technician	20.11	
12012	Certified Occupational Therapist Assistant	27.59	
12015	Certified Physical Therapist Assistant	27.59	
12020	Dental Assistant	22.81	
12025	Dental Hygienist	37.21	
12030	EKG Technician	30.48	
12035	Electroneurodiagnostic Technologist	30.48	
12040	Emergency Medical Technician	18.56	
12071	Licensed Practical Nurse I	17.98	
12072	Licensed Practical Nurse II	20.11	
12073	Licensed Practical Nurse III	22.42	
12100	Medical Assistant	20.46	
12130	Medical Laboratory Technician	28.97	
12160	Medical Record Clerk	20.49	
12190	Medical Record Technician	22.92	
12195	Medical Transcriptionist	17.98	
12210	Nuclear Medicine Technologist	44.21	
12221	Nursing Assistant I	12.53	***
12222	Nursing Assistant II	14.08	***
12223	Nursing Assistant III	15.36	***
12224	Nursing Assistant IV	17.24	
12235	Optical Dispenser	19.11	
12236	Optical Technician	17.98	
12250	Pharmacy Technician	18.48	
12280	Phlebotomist	17.98	
12305	Radiologic Technologist	30.02	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	30.72	
12313	Registered Nurse II, Specialist	30.72	
12314	Registered Nurse III	37.16	
12315	Registered Nurse III, Anesthetist	37.16	
12316	Registered Nurse IV	44.55	
12317	Scheduler (Drug and Alcohol Testing)	24.92	
12320	Substance Abuse Treatment Counselor	27.75	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.50	
13012	Exhibits Specialist II	24.17	
13013	Exhibits Specialist III	29.56	
13041	Illustrator I	19.50	
13042	Illustrator II	24.17	
13043	Illustrator III	29.56	
13047	Librarian	26.75	
13050	Library Aide/Clerk	15.68	***
13054	Library Information Technology Systems Administrator	24.15	
13058	Library Technician	17.82	
13061	Media Specialist I	17.48	
13062	Media Specialist II	19.56	
13063	Media Specialist III	21.80	
13071	Photographer I	16.50	
13072	Photographer II	19.56	
13073	Photographer III	24.22	
13074	Photographer IV	29.64	
13075	Photographer V	35.86	
13090	Technical Order Library Clerk	19.92	
13110	Video Teleconference Technician	17.48	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.14	
14042	Computer Operator II	21.41	
14043	Computer Operator III	23.87	

14044	Computer Operator IV		26.53
14045	Computer Operator V		29.38
14071	Computer Programmer I	(see 1)	19.66
14072	Computer Programmer II	(see 1)	24.35
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.14
14160	Personal Computer Support Technician		26.53
14170	System Support Specialist		29.38

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.96	
15020	Aircrew Training Devices Instructor (Rated)	35.04	
15030	Air Crew Training Devices Instructor (Pilot)	40.44	
15050	Computer Based Training Specialist / Instructor	28.96	
15060	Educational Technologist	34.80	
15070	Flight Instructor (Pilot)	40.44	
15080	Graphic Artist	25.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	40.44	
15086	Maintenance Test Pilot, Rotary Wing	40.44	
15088	Non-Maintenance Test/Co-Pilot	40.44	
15090	Technical Instructor	21.71	
15095	Technical Instructor/Course Developer	26.57	
15110	Test Proctor	17.52	
15120	Tutor	17.52	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.81	***
16030	Counter Attendant	13.81	***
16040	Dry Cleaner	15.81	***
16070	Finisher, Flatwork, Machine	13.81	***
16090	Presser, Hand	13.81	***
16110	Presser, Machine, Drycleaning	13.81	***
16130	Presser, Machine, Shirts	13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.81	***
16190	Sewing Machine Operator	16.74	
16220	Tailor	17.69	
16250	Washer, Machine	14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	28.04	
19040	Tool And Die Maker	31.93	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	20.05	
21030	Material Coordinator	29.57	
21040	Material Expediter	29.57	
21050	Material Handling Laborer	15.31	***
21071	Order Filler	13.78	***
21080	Production Line Worker (Food Processing)	20.05	
21110	Shipping Packer	17.59	
21130	Shipping/Receiving Clerk	17.22	
21140	Store Worker I	18.25	
21150	Stock Clerk	22.15	
21210	Tools And Parts Attendant	20.05	
21410	Warehouse Specialist	20.05	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.83	

23019	Aircraft Logs and Records Technician	25.72	
23021	Aircraft Mechanic I	28.91	
23022	Aircraft Mechanic II	29.83	
23023	Aircraft Mechanic III	30.84	
23040	Aircraft Mechanic Helper	23.14	
23050	Aircraft, Painter	28.04	
23060	Aircraft Servicer	25.72	
23070	Aircraft Survival Flight Equipment Technician	28.04	
23080	Aircraft Worker	26.92	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.92	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.91	
23110	Appliance Mechanic	28.04	
23120	Bicycle Repairer	24.23	
23125	Cable Splicer	46.46	
23130	Carpenter, Maintenance	27.44	
23140	Carpet Layer	26.92	
23160	Electrician, Maintenance	34.00	
23181	Electronics Technician Maintenance I	26.92	
23182	Electronics Technician Maintenance II	28.04	
23183	Electronics Technician Maintenance III	28.91	
23260	Fabric Worker	25.72	
23290	Fire Alarm System Mechanic	28.91	
23310	Fire Extinguisher Repairer	24.45	
23311	Fuel Distribution System Mechanic	28.91	
23312	Fuel Distribution System Operator	24.45	
23370	General Maintenance Worker	22.64	
23380	Ground Support Equipment Mechanic	28.91	
23381	Ground Support Equipment Servicer	25.72	
23382	Ground Support Equipment Worker	26.92	
23391	Gunsmith I	24.45	
23392	Gunsmith II	26.92	
23393	Gunsmith III	28.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.38	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.32	
23430	Heavy Equipment Mechanic	25.52	
23440	Heavy Equipment Operator	28.86	
23460	Instrument Mechanic	28.91	
23465	Laboratory/Shelter Mechanic	28.04	
23470	Laborer	15.31	***
23510	Locksmith	28.04	
23530	Machinery Maintenance Mechanic	29.40	
23550	Machinist, Maintenance	24.08	
23580	Maintenance Trades Helper	22.93	
23591	Metrology Technician I	28.91	
23592	Metrology Technician II	29.83	
23593	Metrology Technician III	30.84	
23640	Millwright	34.69	
23710	Office Appliance Repairer	28.04	
23760	Painter, Maintenance	28.04	
23790	Pipefitter, Maintenance	34.97	
23810	Plumber, Maintenance	33.01	
23820	Pneudraulic Systems Mechanic	28.91	
23850	Rigger	28.91	
23870	Scale Mechanic	26.92	
23890	Sheet-Metal Worker, Maintenance	28.91	
23910	Small Engine Mechanic	26.67	
23931	Telecommunications Mechanic I	28.91	
23932	Telecommunications Mechanic II	29.83	
23950	Telephone Lineman	23.44	
23960	Welder, Combination, Maintenance	23.35	
23965	Well Driller	28.74	
23970	Woodcraft Worker	28.91	
23980	Woodworker	24.45	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.51	
24570	Child Care Attendant	11.89	***
24580	Child Care Center Clerk	14.82	***

24610	Chore Aide	13.87	***
24620	Family Readiness And Support Services Coordinator	18.51	
24630	Homemaker	18.86	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.55	
25040	Sewage Plant Operator	27.92	
25070	Stationary Engineer	29.55	
25190	Ventilation Equipment Tender	23.58	
25210	Water Treatment Plant Operator	27.92	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.28	
27007	Baggage Inspector	14.55	***
27008	Corrections Officer	25.41	
27010	Court Security Officer	24.93	
27030	Detection Dog Handler	16.28	
27040	Detention Officer	25.41	
27070	Firefighter	21.66	
27101	Guard I	14.55	***
27102	Guard II	16.28	
27131	Police Officer I	27.91	
27132	Police Officer II	31.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.89	***
28042	Carnival Equipment Repairer	14.68	***
28043	Carnival Worker	11.52	***
28210	Gate Attendant/Gate Tender	17.17	
28310	Lifeguard	15.29	***
28350	Park Attendant (Aide)	19.20	
28510	Recreation Aide/Health Facility Attendant	14.01	***
28515	Recreation Specialist	23.79	
28630	Sports Official	15.29	***
28690	Swimming Pool Operator	16.16	***

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.92	
29020	Hatch Tender	26.92	
29030	Line Handler	26.92	
29041	Stevedore I	25.72	
29042	Stevedore II	28.04	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.10	
30022	Archeological Technician II	20.24	
30023	Archeological Technician III	25.08	
30030	Cartographic Technician	25.08	
30040	Civil Engineering Technician	25.25	
30051	Cryogenic Technician I	27.77	
30052	Cryogenic Technician II	30.67	
30061	Drafter/CAD Operator I	18.10	
30062	Drafter/CAD Operator II	20.24	
30063	Drafter/CAD Operator III	22.56	
30064	Drafter/CAD Operator IV	27.77	
30081	Engineering Technician I	16.11	***
30082	Engineering Technician II	18.10	
30083	Engineering Technician III	20.24	
30084	Engineering Technician IV	25.08	

30085	Engineering Technician V	30.67
30086	Engineering Technician VI	37.12
30090	Environmental Technician	25.08
30095	Evidence Control Specialist	25.08
30210	Laboratory Technician	22.56
30221	Latent Fingerprint Technician I	27.77
30222	Latent Fingerprint Technician II	30.67
30240	Mathematical Technician	25.08
30361	Paralegal/Legal Assistant I	19.71
30362	Paralegal/Legal Assistant II	24.42
30363	Paralegal/Legal Assistant III	29.87
30364	Paralegal/Legal Assistant IV	36.15
30375	Petroleum Supply Specialist	30.67
30390	Photo-Optics Technician	25.08
30395	Radiation Control Technician	30.67
30461	Technical Writer I	25.08
30462	Technical Writer II	30.67
30463	Technical Writer III	37.12
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.77
30502	Weather Forecaster II	33.79
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.56
30621	Weather Observer, Senior	(see 2) 25.08

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.43	
31030	Bus Driver	20.54	
31043	Driver Courier	16.83	
31260	Parking and Lot Attendant	15.32	***
31290	Shuttle Bus Driver	17.70	
31310	Taxi Driver	17.70	
31361	Truckdriver, Light	17.79	
31362	Truckdriver, Medium	18.71	
31363	Truckdriver, Heavy	23.59	
31364	Truckdriver, Tractor-Trailer	23.59	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.67	***
99050	Desk Clerk	12.96	***
99095	Embalmer	31.81	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	19.16	
99252	Laboratory Animal Caretaker II	20.24	
99260	Marketing Analyst	25.87	
99310	Mortician	31.81	
99410	Pest Controller	26.10	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	24.06	
99711	Recycling Specialist	27.05	
99730	Refuse Collector	22.50	
99810	Sales Clerk	13.66	***
99820	School Crossing Guard	19.53	
99830	Survey Party Chief	22.95	
99831	Surveying Aide	15.42	***
99832	Surveying Technician	20.16	
99840	Vending Machine Attendant	23.48	
99841	Vending Machine Repairer	27.31	
99842	Vending Machine Repairer Helper	23.48	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4963

States/Territories. : Minnesota

Revision No. : 22

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Big Stone, Chippewa, Cottonwood, Jackson, Kandiyohi, Lac Qui Parle, Lincoln, Lyon, McLeod, Meeker, Murray, Nobles, Pipestone, Redwood, Renville, Rock, Swift, Yellow Medicine

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.43	
01012	Accounting Clerk II	18.44	
01013	Accounting Clerk III	20.63	
01020	Administrative Assistant	28.48	
01035	Court Reporter	20.04	
01041	Customer Service Representative I	14.41	***
01042	Customer Service Representative II	15.73	***
01043	Customer Service Representative III	17.65	
01051	Data Entry Operator I	15.32	***
01052	Data Entry Operator II	16.72	
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	18.58	
01090	Duplicating Machine Operator	18.58	
01111	General Clerk I	14.49	***
01112	General Clerk II	15.81	***
01113	General Clerk III	17.74	
01120	Housing Referral Assistant	22.34	
01141	Messenger Courier	17.88	
01191	Order Clerk I	16.62	

01192	Order Clerk II	18.14	
01261	Personnel Assistant (Employment) I	18.35	
01262	Personnel Assistant (Employment) II	20.53	
01263	Personnel Assistant (Employment) III	22.88	
01270	Production Control Clerk	23.18	
01290	Rental Clerk	14.96	***
01300	Scheduler, Maintenance	17.91	
01311	Secretary I	17.91	
01312	Secretary II	20.04	
01313	Secretary III	22.34	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	28.48	
01420	Survey Worker	18.13	
01460	Switchboard Operator/Receptionist	14.80	***
01531	Travel Clerk I	15.73	***
01532	Travel Clerk II	16.90	
01533	Travel Clerk III	18.15	
01611	Word Processor I	15.96	***
01612	Word Processor II	17.91	
01613	Word Processor III	20.04	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.10	
05010	Automotive Electrician	18.82	
05040	Automotive Glass Installer	17.90	
05070	Automotive Worker	17.90	
05110	Mobile Equipment Servicer	15.97	***
05130	Motor Equipment Metal Mechanic	19.70	
05160	Motor Equipment Metal Worker	17.90	
05190	Motor Vehicle Mechanic	19.70	
05220	Motor Vehicle Mechanic Helper	15.22	***
05250	Motor Vehicle Upholstery Worker	16.98	
05280	Motor Vehicle Wrecker	17.90	
05310	Painter, Automotive	18.82	
05340	Radiator Repair Specialist	17.90	
05370	Tire Repairer	17.84	
05400	Transmission Repair Specialist	19.70	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.05	***
07041	Cook I	15.99	***
07042	Cook II	17.98	
07070	Dishwasher	11.40	***
07130	Food Service Worker	13.60	***
07210	Meat Cutter	16.69	
07260	Waiter/Waitress	11.40	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.79	
09040	Furniture Handler	15.85	***
09080	Furniture Refinisher	21.99	
09090	Furniture Refinisher Helper	17.52	
09110	Furniture Repairer, Minor	19.99	
09130	Upholsterer	23.57	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.27	***
11060	Elevator Operator	14.27	***
11090	Gardener	18.97	
11122	Housekeeping Aide	15.84	***
11150	Janitor	15.84	***
11210	Laborer, Grounds Maintenance	15.21	***
11240	Maid or Houseman	13.91	***
11260	Pruner	13.91	***

11270	Tractor Operator	17.72	
11330	Trail Maintenance Worker	15.21	***
11360	Window Cleaner	17.28	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.64	
12011	Breath Alcohol Technician	20.23	
12012	Certified Occupational Therapist Assistant	27.75	
12015	Certified Physical Therapist Assistant	24.79	
12020	Dental Assistant	22.93	
12025	Dental Hygienist	36.96	
12030	EKG Technician	30.66	
12035	Electroneurodiagnostic Technologist	30.66	
12040	Emergency Medical Technician	17.64	
12071	Licensed Practical Nurse I	18.08	
12072	Licensed Practical Nurse II	20.23	
12073	Licensed Practical Nurse III	22.55	
12100	Medical Assistant	19.09	
12130	Medical Laboratory Technician	27.00	
12160	Medical Record Clerk	20.16	
12190	Medical Record Technician	22.55	
12195	Medical Transcriptionist	22.04	
12210	Nuclear Medicine Technologist	44.46	
12221	Nursing Assistant I	12.50	***
12222	Nursing Assistant II	14.06	***
12223	Nursing Assistant III	15.34	***
12224	Nursing Assistant IV	17.21	
12235	Optical Dispenser	17.65	
12236	Optical Technician	18.08	
12250	Pharmacy Technician	17.62	
12280	Phlebotomist	17.48	
12305	Radiologic Technologist	31.17	
12311	Registered Nurse I	26.08	
12312	Registered Nurse II	31.90	
12313	Registered Nurse II, Specialist	31.90	
12314	Registered Nurse III	38.59	
12315	Registered Nurse III, Anesthetist	38.59	
12316	Registered Nurse IV	46.23	
12317	Scheduler (Drug and Alcohol Testing)	25.06	
12320	Substance Abuse Treatment Counselor	24.80	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.61	
13012	Exhibits Specialist II	23.06	
13013	Exhibits Specialist III	28.23	
13041	Illustrator I	18.61	
13042	Illustrator II	23.06	
13043	Illustrator III	28.23	
13047	Librarian	25.57	
13050	Library Aide/Clerk	14.32	***
13054	Library Information Technology Systems Administrator	23.06	
13058	Library Technician	19.38	
13061	Media Specialist I	16.65	
13062	Media Specialist II	18.61	
13063	Media Specialist III	20.76	
13071	Photographer I	16.94	
13072	Photographer II	18.94	
13073	Photographer III	23.46	
13074	Photographer IV	28.70	
13075	Photographer V	33.26	
13090	Technical Order Library Clerk	18.61	
13110	Video Teleconference Technician	16.23	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.60	
14042	Computer Operator II	20.80	

14043	Computer Operator III		23.20
14044	Computer Operator IV		25.77
14045	Computer Operator V		28.53
14071	Computer Programmer I	(see 1)	21.42
14072	Computer Programmer II	(see 1)	26.52
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.60
14160	Personal Computer Support Technician		25.77
14170	System Support Specialist		29.33

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.91	
15020	Aircrew Training Devices Instructor (Rated)		38.60	
15030	Air Crew Training Devices Instructor (Pilot)		46.28	
15050	Computer Based Training Specialist / Instructor		31.91	
15060	Educational Technologist		33.70	
15070	Flight Instructor (Pilot)		46.28	
15080	Graphic Artist		21.33	
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		22.45	
15095	Technical Instructor/Course Developer		27.46	
15110	Test Proctor		18.12	
15120	Tutor		18.12	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		16.48	
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		17.44	
16220	Tailor		18.45	
16250	Washer, Machine		14.50	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.51	
19040	Tool And Die Maker		31.45	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		21.16	
21030	Material Coordinator		23.18	
21040	Material Expediter		23.18	
21050	Material Handling Laborer		17.56	
21071	Order Filler		14.39	***
21080	Production Line Worker (Food Processing)		21.16	
21110	Shipping Packer		18.31	
21130	Shipping/Receiving Clerk		18.31	
21140	Store Worker I		15.31	***
21150	Stock Clerk		19.91	
21210	Tools And Parts Attendant		21.16	
21410	Warehouse Specialist		21.16	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	27.63	
23019	Aircraft Logs and Records Technician	22.71	
23021	Aircraft Mechanic I	26.44	
23022	Aircraft Mechanic II	27.63	
23023	Aircraft Mechanic III	28.82	
23040	Aircraft Mechanic Helper	19.91	
23050	Aircraft, Painter	25.22	
23060	Aircraft Servicer	22.71	
23070	Aircraft Survival Flight Equipment Technician	25.22	
23080	Aircraft Worker	23.96	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.96	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.44	
23110	Appliance Mechanic	25.22	
23120	Bicycle Repairer	21.32	
23125	Cable Splicer	44.80	
23130	Carpenter, Maintenance	22.47	
23140	Carpet Layer	23.96	
23160	Electrician, Maintenance	28.53	
23181	Electronics Technician Maintenance I	24.87	
23182	Electronics Technician Maintenance II	26.17	
23183	Electronics Technician Maintenance III	27.39	
23260	Fabric Worker	22.71	
23290	Fire Alarm System Mechanic	26.44	
23310	Fire Extinguisher Repairer	21.32	
23311	Fuel Distribution System Mechanic	34.21	
23312	Fuel Distribution System Operator	28.60	
23370	General Maintenance Worker	22.02	
23380	Ground Support Equipment Mechanic	26.44	
23381	Ground Support Equipment Servicer	22.71	
23382	Ground Support Equipment Worker	23.96	
23391	Gunsmith I	21.32	
23392	Gunsmith II	23.96	
23393	Gunsmith III	26.44	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.20	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.51	
23430	Heavy Equipment Mechanic	27.34	
23440	Heavy Equipment Operator	25.70	
23460	Instrument Mechanic	26.44	
23465	Laboratory/Shelter Mechanic	25.22	
23470	Laborer	17.56	
23510	Locksmith	25.22	
23530	Machinery Maintenance Mechanic	27.97	
23550	Machinist, Maintenance	22.67	
23580	Maintenance Trades Helper	14.38	***
23591	Metrology Technician I	26.44	
23592	Metrology Technician II	27.63	
23593	Metrology Technician III	28.82	
23640	Millwright	23.54	
23710	Office Appliance Repairer	22.29	
23760	Painter, Maintenance	21.15	
23790	Pipefitter, Maintenance	29.66	
23810	Plumber, Maintenance	27.18	
23820	Pneudraulic Systems Mechanic	26.44	
23850	Rigger	26.44	
23870	Scale Mechanic	23.96	
23890	Sheet-Metal Worker, Maintenance	28.29	
23910	Small Engine Mechanic	22.61	
23931	Telecommunications Mechanic I	23.92	
23932	Telecommunications Mechanic II	25.62	
23950	Telephone Lineman	21.21	
23960	Welder, Combination, Maintenance	22.61	
23965	Well Driller	26.44	
23970	Woodcraft Worker	26.44	
23980	Woodworker	21.32	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.40	
24570	Child Care Attendant	12.68	***

24580	Child Care Center Clerk	15.80	***
24610	Chore Aide	13.74	***
24620	Family Readiness And Support Services Coordinator	18.40	
24630	Homemaker	18.40	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	31.30	
25040	Sewage Plant Operator	28.08	
25070	Stationary Engineer	31.30	
25190	Ventilation Equipment Tender	23.57	
25210	Water Treatment Plant Operator	28.08	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.06	
27007	Baggage Inspector	17.19	
27008	Corrections Officer	24.17	
27010	Court Security Officer	20.63	
27030	Detection Dog Handler	19.28	
27040	Detention Officer	24.17	
27070	Firefighter	19.76	
27101	Guard I	17.19	
27102	Guard II	19.28	
27131	Police Officer I	26.47	
27132	Police Officer II	29.42	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.80	***
28042	Carnival Equipment Repairer	16.91	
28043	Carnival Worker	12.40	***
28210	Gate Attendant/Gate Tender	17.64	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	24.46	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	19.15	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	27.06	
29020	Hatch Tender	27.06	
29030	Line Handler	27.06	
29041	Stevedore I	25.72	
29042	Stevedore II	28.47	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.56	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.72	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.84	
30021	Archeological Technician I	18.61	
30022	Archeological Technician II	20.82	
30023	Archeological Technician III	25.80	
30030	Cartographic Technician	25.80	
30040	Civil Engineering Technician	32.45	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	18.61	
30062	Drafter/CAD Operator II	20.82	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.57	
30081	Engineering Technician I	16.36	
30082	Engineering Technician II	18.37	
30083	Engineering Technician III	20.56	

30084	Engineering Technician IV	25.46
30085	Engineering Technician V	31.16
30086	Engineering Technician VI	37.69
30090	Environmental Technician	25.80
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	23.02
30221	Latent Fingerprint Technician I	28.57
30222	Latent Fingerprint Technician II	31.56
30240	Mathematical Technician	25.80
30361	Paralegal/Legal Assistant I	22.76
30362	Paralegal/Legal Assistant II	28.20
30363	Paralegal/Legal Assistant III	34.50
30364	Paralegal/Legal Assistant IV	41.73
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	25.80
30395	Radiation Control Technician	31.56
30461	Technical Writer I	26.66
30462	Technical Writer II	32.61
30463	Technical Writer III	39.45
30491	Unexploded Ordnance (UXO) Technician I	28.32
30492	Unexploded Ordnance (UXO) Technician II	34.26
30493	Unexploded Ordnance (UXO) Technician III	41.07
30494	Unexploded (UXO) Safety Escort	28.32
30495	Unexploded (UXO) Sweep Personnel	28.32
30501	Weather Forecaster I	28.57
30502	Weather Forecaster II	34.75
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.21
30621	Weather Observer, Senior	(see 2) 25.80

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.26	
31020	Bus Aide	13.27	***
31030	Bus Driver	17.65	
31043	Driver Courier	15.71	***
31260	Parking and Lot Attendant	14.05	***
31290	Shuttle Bus Driver	16.82	
31310	Taxi Driver	17.03	
31361	Truckdriver, Light	16.82	
31362	Truckdriver, Medium	17.92	
31363	Truckdriver, Heavy	22.95	
31364	Truckdriver, Tractor-Trailer	22.95	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.71	
99030	Cashier	11.79	***
99050	Desk Clerk	12.44	***
99095	Embalmer	43.84	
99130	Flight Follower	28.32	
99251	Laboratory Animal Caretaker I	19.55	
99252	Laboratory Animal Caretaker II	20.93	
99260	Marketing Analyst	30.99	
99310	Mortician	43.84	
99410	Pest Controller	24.42	
99510	Photofinishing Worker	14.88	***
99710	Recycling Laborer	20.20	
99711	Recycling Specialist	23.51	
99730	Refuse Collector	18.51	
99810	Sales Clerk	13.81	***
99820	School Crossing Guard	16.85	
99830	Survey Party Chief	27.37	
99831	Surveying Aide	16.00	***
99832	Surveying Technician	20.90	
99840	Vending Machine Attendant	21.40	
99841	Vending Machine Repairer	25.76	
99842	Vending Machine Repairer Helper	21.40	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4965

States/Territories. : Minnesota

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota Counties of Brown, Faribault, Freeborn, Goodhue, Martin, Mower, Rice, Steele, Waseca, Watonwan, Winona

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.14	
01012	Accounting Clerk II	19.24	
01013	Accounting Clerk III	21.52	
01020	Administrative Assistant	26.71	
01035	Court Reporter	20.46	
01041	Customer Service Representative I	14.63	***
01042	Customer Service Representative II	15.96	***
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	14.48	***
01052	Data Entry Operator II	15.80	***
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	19.86	
01090	Duplicating Machine Operator	19.86	
01111	General Clerk I	14.65	***
01112	General Clerk II	15.99	***
01113	General Clerk III	17.94	
01120	Housing Referral Assistant	22.81	
01141	Messenger Courier	13.29	***
01191	Order Clerk I	14.81	***
01192	Order Clerk II	16.16	***

01261	Personnel Assistant (Employment) I	17.96	
01262	Personnel Assistant (Employment) II	20.09	
01263	Personnel Assistant (Employment) III	22.40	
01270	Production Control Clerk	23.96	
01290	Rental Clerk	15.02	***
01300	Scheduler, Maintenance	18.29	
01311	Secretary I	18.29	
01312	Secretary II	20.46	
01313	Secretary III	22.81	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	26.71	
01420	Survey Worker	18.43	
01460	Switchboard Operator/Receptionist	14.91	***
01531	Travel Clerk I	15.68	***
01532	Travel Clerk II	16.84	
01533	Travel Clerk III	18.10	
01611	Word Processor I	16.30	
01612	Word Processor II	18.29	
01613	Word Processor III	20.46	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.88	
05010	Automotive Electrician	21.33	
05040	Automotive Glass Installer	20.31	
05070	Automotive Worker	20.31	
05110	Mobile Equipment Servicer	18.14	
05130	Motor Equipment Metal Mechanic	22.32	
05160	Motor Equipment Metal Worker	20.31	
05190	Motor Vehicle Mechanic	22.32	
05220	Motor Vehicle Mechanic Helper	16.97	
05250	Motor Vehicle Upholstery Worker	19.30	
05280	Motor Vehicle Wrecker	20.31	
05310	Painter, Automotive	21.33	
05340	Radiator Repair Specialist	20.31	
05370	Tire Repairer	16.28	
05400	Transmission Repair Specialist	22.32	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.91	***
07041	Cook I	15.95	***
07042	Cook II	17.85	
07070	Dishwasher	11.49	***
07130	Food Service Worker	13.63	***
07210	Meat Cutter	18.71	
07260	Waiter/Waitress	11.67	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.38	
09040	Furniture Handler	13.98	***
09080	Furniture Refinisher	20.38	
09090	Furniture Refinisher Helper	16.22	
09110	Furniture Repairer, Minor	18.44	
09130	Upholsterer	20.38	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	15.52	***
11060	Elevator Operator	15.92	***
11090	Gardener	18.12	
11122	Housekeeping Aide	15.92	***
11150	Janitor	15.92	***
11210	Laborer, Grounds Maintenance	14.62	***
11240	Maid or Houseman	13.75	***
11260	Pruner	13.47	***
11270	Tractor Operator	16.96	

11330	Trail Maintenance Worker	14.62	***
11360	Window Cleaner	17.28	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.86	
12011	Breath Alcohol Technician	20.90	
12012	Certified Occupational Therapist Assistant	27.81	
12015	Certified Physical Therapist Assistant	28.84	
12020	Dental Assistant	23.86	
12025	Dental Hygienist	37.38	
12030	EKG Technician	31.67	
12035	Electroneurodiagnostic Technologist	31.67	
12040	Emergency Medical Technician	18.86	
12071	Licensed Practical Nurse I	18.69	
12072	Licensed Practical Nurse II	20.90	
12073	Licensed Practical Nurse III	23.29	
12100	Medical Assistant	19.03	
12130	Medical Laboratory Technician	27.94	
12160	Medical Record Clerk	21.44	
12190	Medical Record Technician	23.97	
12195	Medical Transcriptionist	20.16	
12210	Nuclear Medicine Technologist	45.92	
12221	Nursing Assistant I	13.06	***
12222	Nursing Assistant II	14.68	***
12223	Nursing Assistant III	16.02	***
12224	Nursing Assistant IV	17.99	
12235	Optical Dispenser	17.64	
12236	Optical Technician	18.69	
12250	Pharmacy Technician	17.68	
12280	Phlebotomist	18.69	
12305	Radiologic Technologist	32.92	
12311	Registered Nurse I	25.22	
12312	Registered Nurse II	30.85	
12313	Registered Nurse II, Specialist	30.85	
12314	Registered Nurse III	37.32	
12315	Registered Nurse III, Anesthetist	37.32	
12316	Registered Nurse IV	44.74	
12317	Scheduler (Drug and Alcohol Testing)	25.89	
12320	Substance Abuse Treatment Counselor	23.71	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.61	
13012	Exhibits Specialist II	29.25	
13013	Exhibits Specialist III	35.78	
13041	Illustrator I	23.61	
13042	Illustrator II	29.25	
13043	Illustrator III	35.78	
13047	Librarian	32.39	
13050	Library Aide/Clerk	13.71	***
13054	Library Information Technology Systems Administrator	29.25	
13058	Library Technician	22.48	
13061	Media Specialist I	21.11	
13062	Media Specialist II	23.61	
13063	Media Specialist III	26.31	
13071	Photographer I	21.11	
13072	Photographer II	23.61	
13073	Photographer III	29.25	
13074	Photographer IV	35.78	
13075	Photographer V	43.29	
13090	Technical Order Library Clerk	17.21	
13110	Video Teleconference Technician	21.11	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.29	
14042	Computer Operator II	21.58	
14043	Computer Operator III	24.06	

14044	Computer Operator IV		26.74
14045	Computer Operator V		29.61
14071	Computer Programmer I	(see 1)	24.74
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.29
14160	Personal Computer Support Technician		26.74
14170	System Support Specialist		29.61

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.49	
15020	Aircrew Training Devices Instructor (Rated)		36.89	
15030	Air Crew Training Devices Instructor (Pilot)		44.22	
15050	Computer Based Training Specialist / Instructor		30.49	
15060	Educational Technologist		36.14	
15070	Flight Instructor (Pilot)		44.22	
15080	Graphic Artist		22.43	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.22	
15086	Maintenance Test Pilot, Rotary Wing		44.22	
15088	Non-Maintenance Test/Co-Pilot		44.22	
15090	Technical Instructor		26.84	
15095	Technical Instructor/Course Developer		32.84	
15110	Test Proctor		21.67	
15120	Tutor		21.67	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		13.81	***
16030	Counter Attendant		13.81	***
16040	Dry Cleaner		15.81	***
16070	Finisher, Flatwork, Machine		13.81	***
16090	Presser, Hand		13.81	***
16110	Presser, Machine, Drycleaning		13.81	***
16130	Presser, Machine, Shirts		13.81	***
16160	Presser, Machine, Wearing Apparel, Laundry		13.81	***
16190	Sewing Machine Operator		16.74	
16220	Tailor		17.69	
16250	Washer, Machine		14.47	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.01	
19040	Tool And Die Maker		28.40	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.71	
21030	Material Coordinator		23.96	
21040	Material Expediter		23.96	
21050	Material Handling Laborer		17.48	
21071	Order Filler		16.22	
21080	Production Line Worker (Food Processing)		20.71	
21110	Shipping Packer		17.96	
21130	Shipping/Receiving Clerk		17.96	
21140	Store Worker I		15.89	***
21150	Stock Clerk		20.40	
21210	Tools And Parts Attendant		20.71	
21410	Warehouse Specialist		20.71	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		28.72	

23019	Aircraft Logs and Records Technician	23.86	
23021	Aircraft Mechanic I	27.52	
23022	Aircraft Mechanic II	28.72	
23023	Aircraft Mechanic III	29.93	
23040	Aircraft Mechanic Helper	20.99	
23050	Aircraft, Painter	26.36	
23060	Aircraft Servicer	23.86	
23070	Aircraft Survival Flight Equipment Technician	26.36	
23080	Aircraft Worker	25.08	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.08	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.52	
23110	Appliance Mechanic	21.78	
23120	Bicycle Repairer	23.11	
23125	Cable Splicer	41.39	
23130	Carpenter, Maintenance	23.85	
23140	Carpet Layer	25.86	
23160	Electrician, Maintenance	31.00	
23181	Electronics Technician Maintenance I	27.91	
23182	Electronics Technician Maintenance II	29.30	
23183	Electronics Technician Maintenance III	30.62	
23260	Fabric Worker	24.57	
23290	Fire Alarm System Mechanic	28.43	
23310	Fire Extinguisher Repairer	23.11	
23311	Fuel Distribution System Mechanic	33.30	
23312	Fuel Distribution System Operator	27.15	
23370	General Maintenance Worker	22.72	
23380	Ground Support Equipment Mechanic	27.52	
23381	Ground Support Equipment Servicer	23.86	
23382	Ground Support Equipment Worker	25.08	
23391	Gunsmith I	23.11	
23392	Gunsmith II	25.86	
23393	Gunsmith III	28.43	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.18	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.26	
23430	Heavy Equipment Mechanic	28.87	
23440	Heavy Equipment Operator	30.29	
23460	Instrument Mechanic	28.43	
23465	Laboratory/Shelter Mechanic	27.17	
23470	Laborer	17.48	
23510	Locksmith	27.17	
23530	Machinery Maintenance Mechanic	25.30	
23550	Machinist, Maintenance	22.74	
23580	Maintenance Trades Helper	15.68	***
23591	Metrology Technician I	28.43	
23592	Metrology Technician II	29.67	
23593	Metrology Technician III	30.92	
23640	Millwright	27.39	
23710	Office Appliance Repairer	27.17	
23760	Painter, Maintenance	21.69	
23790	Pipefitter, Maintenance	30.20	
23810	Plumber, Maintenance	28.86	
23820	Pneudraulic Systems Mechanic	28.43	
23850	Rigger	28.43	
23870	Scale Mechanic	25.86	
23890	Sheet-Metal Worker, Maintenance	29.88	
23910	Small Engine Mechanic	21.09	
23931	Telecommunications Mechanic I	30.97	
23932	Telecommunications Mechanic II	32.35	
23950	Telephone Lineman	23.70	
23960	Welder, Combination, Maintenance	21.96	
23965	Well Driller	28.43	
23970	Woodcraft Worker	28.43	
23980	Woodworker	23.11	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.43	
24570	Child Care Attendant	12.67	***
24580	Child Care Center Clerk	15.80	***

24610	Chore Aide	13.79	***
24620	Family Readiness And Support Services Coordinator	19.43	
24630	Homemaker	19.43	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.45	
25040	Sewage Plant Operator	28.75	
25070	Stationary Engineer	29.45	
25190	Ventilation Equipment Tender	22.40	
25210	Water Treatment Plant Operator	28.75	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	24.50	
27007	Baggage Inspector	17.48	
27008	Corrections Officer	25.10	
27010	Court Security Officer	21.47	
27030	Detection Dog Handler	19.56	
27040	Detention Officer	25.10	
27070	Firefighter	19.76	
27101	Guard I	17.48	
27102	Guard II	19.56	
27131	Police Officer I	27.95	
27132	Police Officer II	31.06	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.46	***
28042	Carnival Equipment Repairer	15.45	***
28043	Carnival Worker	11.48	***
28210	Gate Attendant/Gate Tender	16.89	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	18.89	
28510	Recreation Aide/Health Facility Attendant	13.79	***
28515	Recreation Specialist	23.41	
28630	Sports Official	15.05	***
28690	Swimming Pool Operator	17.30	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.86	
29020	Hatch Tender	25.86	
29030	Line Handler	25.86	
29041	Stevedore I	24.57	
29042	Stevedore II	27.17	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	44.56	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	30.72	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.84	
30021	Archeological Technician I	20.09	
30022	Archeological Technician II	22.46	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	30.17	
30051	Cryogenic Technician I	30.82	
30052	Cryogenic Technician II	34.04	
30061	Drafter/CAD Operator I	20.09	
30062	Drafter/CAD Operator II	22.46	
30063	Drafter/CAD Operator III	25.04	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	17.14	
30082	Engineering Technician II	19.25	
30083	Engineering Technician III	21.53	
30084	Engineering Technician IV	26.67	

30085	Engineering Technician V	32.62
30086	Engineering Technician VI	39.48
30090	Environmental Technician	27.83
30095	Evidence Control Specialist	27.83
30210	Laboratory Technician	25.32
30221	Latent Fingerprint Technician I	30.82
30222	Latent Fingerprint Technician II	34.04
30240	Mathematical Technician	27.83
30361	Paralegal/Legal Assistant I	21.53
30362	Paralegal/Legal Assistant II	26.68
30363	Paralegal/Legal Assistant III	32.63
30364	Paralegal/Legal Assistant IV	39.48
30375	Petroleum Supply Specialist	34.04
30390	Photo-Optics Technician	27.83
30395	Radiation Control Technician	34.04
30461	Technical Writer I	27.83
30462	Technical Writer II	34.04
30463	Technical Writer III	41.20
30491	Unexploded Ordnance (UXO) Technician I	28.32
30492	Unexploded Ordnance (UXO) Technician II	34.26
30493	Unexploded Ordnance (UXO) Technician III	41.07
30494	Unexploded (UXO) Safety Escort	28.32
30495	Unexploded (UXO) Sweep Personnel	28.32
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.50
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 25.04
30621	Weather Observer, Senior	(see 2) 27.83

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	34.26	
31020	Bus Aide	13.62	***
31030	Bus Driver	17.96	
31043	Driver Courier	15.60	***
31260	Parking and Lot Attendant	13.95	***
31290	Shuttle Bus Driver	15.47	***
31310	Taxi Driver	15.08	***
31361	Truckdriver, Light	16.68	
31362	Truckdriver, Medium	17.73	
31363	Truckdriver, Heavy	23.13	
31364	Truckdriver, Tractor-Trailer	23.13	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	16.71	
99030	Cashier	12.94	***
99050	Desk Clerk	13.58	***
99095	Embalmer	29.71	
99130	Flight Follower	28.32	
99251	Laboratory Animal Caretaker I	17.59	
99252	Laboratory Animal Caretaker II	18.80	
99260	Marketing Analyst	29.51	
99310	Mortician	29.71	
99410	Pest Controller	24.88	
99510	Photofinishing Worker	14.88	***
99710	Recycling Laborer	24.45	
99711	Recycling Specialist	28.36	
99730	Refuse Collector	22.52	
99810	Sales Clerk	13.76	***
99820	School Crossing Guard	17.38	
99830	Survey Party Chief	29.65	
99831	Surveying Aide	17.33	
99832	Surveying Technician	22.64	
99840	Vending Machine Attendant	21.89	
99841	Vending Machine Repairer	26.19	
99842	Vending Machine Repairer Helper	21.89	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4967

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Clay

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.37	***
01012	Accounting Clerk II	17.26	
01013	Accounting Clerk III	19.30	
01020	Administrative Assistant	27.26	
01035	Court Reporter	18.75	
01041	Customer Service Representative I	14.56	***
01042	Customer Service Representative II	15.89	***
01043	Customer Service Representative III	17.83	
01051	Data Entry Operator I	16.16	***
01052	Data Entry Operator II	17.63	
01060	Dispatcher, Motor Vehicle	24.51	
01070	Document Preparation Clerk	17.59	
01090	Duplicating Machine Operator	17.59	
01111	General Clerk I	15.88	***
01112	General Clerk II	17.32	
01113	General Clerk III	19.46	
01120	Housing Referral Assistant	20.90	
01141	Messenger Courier	13.55	***
01191	Order Clerk I	17.17	
01192	Order Clerk II	18.74	
01261	Personnel Assistant (Employment) I	17.40	

01262	Personnel Assistant (Employment) II	19.46	
01263	Personnel Assistant (Employment) III	21.70	
01270	Production Control Clerk	25.56	
01290	Rental Clerk	15.96	***
01300	Scheduler, Maintenance	16.77	
01311	Secretary I	16.77	
01312	Secretary II	18.75	
01313	Secretary III	20.90	
01320	Service Order Dispatcher	21.92	
01410	Supply Technician	27.26	
01420	Survey Worker	17.51	
01460	Switchboard Operator/Receptionist	14.27	***
01531	Travel Clerk I	16.73	
01532	Travel Clerk II	17.64	
01533	Travel Clerk III	18.56	
01611	Word Processor I	14.93	***
01612	Word Processor II	16.77	
01613	Word Processor III	18.75	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.92	
05010	Automotive Electrician	21.84	
05040	Automotive Glass Installer	20.34	
05070	Automotive Worker	20.34	
05110	Mobile Equipment Servicer	17.40	
05130	Motor Equipment Metal Mechanic	23.13	
05160	Motor Equipment Metal Worker	20.34	
05190	Motor Vehicle Mechanic	23.13	
05220	Motor Vehicle Mechanic Helper	17.16	
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	20.34	
05310	Painter, Automotive	21.84	
05340	Radiator Repair Specialist	20.34	
05370	Tire Repairer	16.58	
05400	Transmission Repair Specialist	23.13	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.86	***
07041	Cook I	15.84	***
07042	Cook II	18.51	
07070	Dishwasher	12.68	***
07130	Food Service Worker	14.03	***
07210	Meat Cutter	18.55	
07260	Waiter/Waitress	10.82	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.65	
09040	Furniture Handler	13.49	***
09080	Furniture Refinisher	21.65	
09090	Furniture Refinisher Helper	16.06	***
09110	Furniture Repairer, Minor	18.70	
09130	Upholsterer	21.65	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.51	***
11060	Elevator Operator	14.39	***
11090	Gardener	24.67	
11122	Housekeeping Aide	14.39	***
11150	Janitor	14.39	***
11210	Laborer, Grounds Maintenance	18.12	
11240	Maid or Houseman	14.02	***
11260	Pruner	16.08	***
11270	Tractor Operator	22.51	
11330	Trail Maintenance Worker	18.12	

11360	Window Cleaner	16.21
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.81	
12011	Breath Alcohol Technician	20.41	
12012	Certified Occupational Therapist Assistant	29.20	
12015	Certified Physical Therapist Assistant	26.90	
12020	Dental Assistant	23.30	
12025	Dental Hygienist	33.79	
12030	EKG Technician	30.93	
12035	Electroneurodiagnostic Technologist	30.93	
12040	Emergency Medical Technician	16.81	
12071	Licensed Practical Nurse I	18.24	
12072	Licensed Practical Nurse II	20.41	
12073	Licensed Practical Nurse III	22.75	
12100	Medical Assistant	18.70	
12130	Medical Laboratory Technician	23.77	
12160	Medical Record Clerk	21.57	
12190	Medical Record Technician	26.00	
12195	Medical Transcriptionist	18.24	
12210	Nuclear Medicine Technologist	44.86	
12221	Nursing Assistant I	12.84	***
12222	Nursing Assistant II	14.44	***
12223	Nursing Assistant III	15.75	***
12224	Nursing Assistant IV	17.68	
12235	Optical Dispenser	18.38	
12236	Optical Technician	18.24	
12250	Pharmacy Technician	19.22	
12280	Phlebotomist	16.89	
12305	Radiologic Technologist	29.26	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	29.99	
12313	Registered Nurse II, Specialist	29.99	
12314	Registered Nurse III	36.27	
12315	Registered Nurse III, Anesthetist	36.27	
12316	Registered Nurse IV	43.48	
12317	Scheduler (Drug and Alcohol Testing)	25.29	
12320	Substance Abuse Treatment Counselor	25.60	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.16	
13012	Exhibits Specialist II	28.70	
13013	Exhibits Specialist III	35.10	
13041	Illustrator I	23.16	
13042	Illustrator II	28.70	
13043	Illustrator III	35.10	
13047	Librarian	31.78	
13050	Library Aide/Clerk	16.82	
13054	Library Information Technology Systems Administrator	28.70	
13058	Library Technician	17.79	
13061	Media Specialist I	20.72	
13062	Media Specialist II	23.16	
13063	Media Specialist III	25.82	
13071	Photographer I	17.96	
13072	Photographer II	20.10	
13073	Photographer III	24.88	
13074	Photographer IV	30.45	
13075	Photographer V	36.84	
13090	Technical Order Library Clerk	17.71	
13110	Video Teleconference Technician	23.62	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.75	
14042	Computer Operator II	19.85	
14043	Computer Operator III	23.01	
14044	Computer Operator IV	25.58	

14045	Computer Operator V		28.30
14071	Computer Programmer I	(see 1)	20.93
14072	Computer Programmer II	(see 1)	25.66
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.75
14160	Personal Computer Support Technician		27.77
14170	System Support Specialist		30.75

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.86	
15020	Aircrew Training Devices Instructor (Rated)		38.54	
15030	Air Crew Training Devices Instructor (Pilot)		46.20	
15050	Computer Based Training Specialist / Instructor		31.86	
15060	Educational Technologist		34.68	
15070	Flight Instructor (Pilot)		46.20	
15080	Graphic Artist		20.20	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		46.20	
15086	Maintenance Test Pilot, Rotary Wing		46.20	
15088	Non-Maintenance Test/Co-Pilot		46.20	
15090	Technical Instructor		23.58	
15095	Technical Instructor/Course Developer		28.85	
15110	Test Proctor		19.04	
15120	Tutor		19.04	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.19	***
16030	Counter Attendant		11.19	***
16040	Dry Cleaner		14.10	***
16070	Finisher, Flatwork, Machine		11.19	***
16090	Presser, Hand		11.19	***
16110	Presser, Machine, Drycleaning		11.19	***
16130	Presser, Machine, Shirts		11.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.19	***
16190	Sewing Machine Operator		14.92	***
16220	Tailor		15.77	***
16250	Washer, Machine		12.41	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.25	
19040	Tool And Die Maker		32.47	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.54	
21030	Material Coordinator		25.56	
21040	Material Expediter		25.56	
21050	Material Handling Laborer		15.88	***
21071	Order Filler		14.48	***
21080	Production Line Worker (Food Processing)		19.54	
21110	Shipping Packer		18.19	
21130	Shipping/Receiving Clerk		18.19	
21140	Store Worker I		15.63	***
21150	Stock Clerk		19.08	
21210	Tools And Parts Attendant		19.54	
21410	Warehouse Specialist		19.54	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.88	
23019	Aircraft Logs and Records Technician		24.12	

23021	Aircraft Mechanic I	29.57	
23022	Aircraft Mechanic II	30.88	
23023	Aircraft Mechanic III	32.06	
23040	Aircraft Mechanic Helper	20.70	
23050	Aircraft, Painter	27.93	
23060	Aircraft Servicer	24.12	
23070	Aircraft Survival Flight Equipment Technician	27.93	
23080	Aircraft Worker	26.01	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.01	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.57	
23110	Appliance Mechanic	27.25	
23120	Bicycle Repairer	20.82	
23125	Cable Splicer	44.64	
23130	Carpenter, Maintenance	22.78	
23140	Carpet Layer	24.33	
23160	Electrician, Maintenance	29.59	
23181	Electronics Technician Maintenance I	27.14	
23182	Electronics Technician Maintenance II	29.15	
23183	Electronics Technician Maintenance III	30.87	
23260	Fabric Worker	23.53	
23290	Fire Alarm System Mechanic	28.85	
23310	Fire Extinguisher Repairer	21.70	
23311	Fuel Distribution System Mechanic	28.85	
23312	Fuel Distribution System Operator	21.70	
23370	General Maintenance Worker	21.32	
23380	Ground Support Equipment Mechanic	29.57	
23381	Ground Support Equipment Servicer	24.12	
23382	Ground Support Equipment Worker	26.01	
23391	Gunsmith I	21.70	
23392	Gunsmith II	25.38	
23393	Gunsmith III	28.85	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.73	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.07	
23430	Heavy Equipment Mechanic	28.78	
23440	Heavy Equipment Operator	28.31	
23460	Instrument Mechanic	28.85	
23465	Laboratory/Shelter Mechanic	27.25	
23470	Laborer	15.88	***
23510	Locksmith	26.12	
23530	Machinery Maintenance Mechanic	28.79	
23550	Machinist, Maintenance	23.37	
23580	Maintenance Trades Helper	18.99	
23591	Metrology Technician I	28.85	
23592	Metrology Technician II	30.13	
23593	Metrology Technician III	31.27	
23640	Millwright	29.00	
23710	Office Appliance Repairer	24.59	
23760	Painter, Maintenance	23.58	
23790	Pipefitter, Maintenance	29.07	
23810	Plumber, Maintenance	27.41	
23820	Pneudraulic Systems Mechanic	28.85	
23850	Rigger	28.85	
23870	Scale Mechanic	25.38	
23890	Sheet-Metal Worker, Maintenance	27.89	
23910	Small Engine Mechanic	25.16	
23931	Telecommunications Mechanic I	34.55	
23932	Telecommunications Mechanic II	36.08	
23950	Telephone Lineman	33.67	
23960	Welder, Combination, Maintenance	22.83	
23965	Well Driller	28.85	
23970	Woodcraft Worker	28.85	
23980	Woodworker	21.70	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	19.27	
24570	Child Care Attendant	11.37	***
24580	Child Care Center Clerk	14.18	***
24610	Chore Aide	14.87	***

24620	Family Readiness And Support Services Coordinator	19.27
24630	Homemaker	19.40

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.60	
25040	Sewage Plant Operator	29.49	
25070	Stationary Engineer	25.60	
25190	Ventilation Equipment Tender	18.84	
25210	Water Treatment Plant Operator	29.49	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	23.89	
27007	Baggage Inspector	15.00	***
27008	Corrections Officer	24.10	
27010	Court Security Officer	23.34	
27030	Detection Dog Handler	17.20	
27040	Detention Officer	24.10	
27070	Firefighter	22.58	
27101	Guard I	15.00	***
27102	Guard II	17.20	
27131	Police Officer I	28.26	
27132	Police Officer II	31.41	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.10	***
28042	Carnival Equipment Repairer	17.64	
28043	Carnival Worker	11.50	***
28210	Gate Attendant/Gate Tender	18.24	
28310	Lifeguard	12.75	***
28350	Park Attendant (Aide)	20.40	
28510	Recreation Aide/Health Facility Attendant	14.88	***
28515	Recreation Specialist	25.27	
28630	Sports Official	16.24	
28690	Swimming Pool Operator	20.63	

18. Stevedoring/Longshorem Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	30.29	
29020	Hatch Tender	30.29	
29030	Line Handler	30.29	
29041	Stevedore I	28.12	
29042	Stevedore II	32.43	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.40	
30022	Archeological Technician II	20.59	
30023	Archeological Technician III	25.51	
30030	Cartographic Technician	25.51	
30040	Civil Engineering Technician	29.17	
30051	Cryogenic Technician I	27.37	
30052	Cryogenic Technician II	30.23	
30061	Drafter/CAD Operator I	18.40	
30062	Drafter/CAD Operator II	20.59	
30063	Drafter/CAD Operator III	22.95	
30064	Drafter/CAD Operator IV	28.25	
30081	Engineering Technician I	15.03	***
30082	Engineering Technician II	16.88	
30083	Engineering Technician III	18.88	
30084	Engineering Technician IV	23.39	
30085	Engineering Technician V	28.61	

30086	Engineering Technician VI	34.62
30090	Environmental Technician	25.01
30095	Evidence Control Specialist	24.71
30210	Laboratory Technician	22.95
30221	Latent Fingerprint Technician I	27.37
30222	Latent Fingerprint Technician II	30.23
30240	Mathematical Technician	25.51
30361	Paralegal/Legal Assistant I	19.09
30362	Paralegal/Legal Assistant II	23.65
30363	Paralegal/Legal Assistant III	28.93
30364	Paralegal/Legal Assistant IV	35.01
30375	Petroleum Supply Specialist	30.23
30390	Photo-Optics Technician	25.18
30395	Radiation Control Technician	30.23
30461	Technical Writer I	25.17
30462	Technical Writer II	30.79
30463	Technical Writer III	37.24
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.25
30502	Weather Forecaster II	34.36
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.95
30621	Weather Observer, Senior	(see 2) 25.51

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.63	***
31030	Bus Driver	21.61	
31043	Driver Courier	18.26	
31260	Parking and Lot Attendant	13.42	***
31290	Shuttle Bus Driver	17.44	
31310	Taxi Driver	16.64	
31361	Truckdriver, Light	20.01	
31362	Truckdriver, Medium	21.69	
31363	Truckdriver, Heavy	23.87	
31364	Truckdriver, Tractor-Trailer	23.87	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.00	***
99050	Desk Clerk	13.53	***
99095	Embalmer	31.81	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.13	***
99252	Laboratory Animal Caretaker II	16.58	
99260	Marketing Analyst	28.51	
99310	Mortician	31.81	
99410	Pest Controller	23.39	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	25.08	
99711	Recycling Specialist	31.16	
99730	Refuse Collector	22.26	
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	14.06	***
99830	Survey Party Chief	29.03	
99831	Surveying Aide	19.50	
99832	Surveying Technician	25.50	
99840	Vending Machine Attendant	18.94	
99841	Vending Machine Repairer	21.82	
99842	Vending Machine Repairer Helper	18.94	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4971

States/Territories. : Minnesota

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Minnesota

Area: Minnesota County of Polk

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.08	
01012	Accounting Clerk II	19.18	
01013	Accounting Clerk III	21.45	
01020	Administrative Assistant	27.80	
01035	Court Reporter	18.65	
01041	Customer Service Representative I	14.31	***
01042	Customer Service Representative II	15.62	***
01043	Customer Service Representative III	17.54	
01051	Data Entry Operator I	13.86	***
01052	Data Entry Operator II	15.12	***
01060	Dispatcher, Motor Vehicle	21.73	
01070	Document Preparation Clerk	14.85	***
01090	Duplicating Machine Operator	14.85	***
01111	General Clerk I	15.30	***
01112	General Clerk II	16.69	
01113	General Clerk III	18.75	
01120	Housing Referral Assistant	20.79	
01141	Messenger Courier	12.25	***
01191	Order Clerk I	17.00	
01192	Order Clerk II	18.54	
01261	Personnel Assistant (Employment) I	16.68	

01262	Personnel Assistant (Employment) II	18.65	
01263	Personnel Assistant (Employment) III	20.79	
01270	Production Control Clerk	23.79	
01290	Rental Clerk	14.78	***
01300	Scheduler, Maintenance	16.68	
01311	Secretary I	16.68	
01312	Secretary II	18.65	
01313	Secretary III	20.79	
01320	Service Order Dispatcher	17.92	
01410	Supply Technician	27.80	
01420	Survey Worker	18.65	
01460	Switchboard Operator/Receptionist	14.50	***
01531	Travel Clerk I	13.72	***
01532	Travel Clerk II	14.81	***
01533	Travel Clerk III	15.89	***
01611	Word Processor I	14.86	***
01612	Word Processor II	16.69	
01613	Word Processor III	18.65	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	27.62	
05010	Automotive Electrician	21.44	
05040	Automotive Glass Installer	19.97	
05070	Automotive Worker	19.97	
05110	Mobile Equipment Servicer	17.09	
05130	Motor Equipment Metal Mechanic	22.71	
05160	Motor Equipment Metal Worker	19.97	
05190	Motor Vehicle Mechanic	22.71	
05220	Motor Vehicle Mechanic Helper	15.87	***
05250	Motor Vehicle Upholstery Worker	18.53	
05280	Motor Vehicle Wrecker	19.97	
05310	Painter, Automotive	21.44	
05340	Radiator Repair Specialist	19.97	
05370	Tire Repairer	15.73	***
05400	Transmission Repair Specialist	22.71	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.42	***
07041	Cook I	17.24	
07042	Cook II	20.16	
07070	Dishwasher	12.93	***
07130	Food Service Worker	14.38	***
07210	Meat Cutter	17.76	
07260	Waiter/Waitress	10.82	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.75	
09040	Furniture Handler	14.80	***
09080	Furniture Refinisher	24.75	
09090	Furniture Refinisher Helper	18.38	
09110	Furniture Repairer, Minor	21.39	
09130	Upholsterer	24.75	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.19	***
11090	Gardener	23.99	
11122	Housekeeping Aide	14.82	***
11150	Janitor	14.82	***
11210	Laborer, Grounds Maintenance	17.61	
11240	Maid or Houseman	13.62	***
11260	Pruner	15.63	***
11270	Tractor Operator	21.89	
11330	Trail Maintenance Worker	17.61	

11360	Window Cleaner	16.69
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.12	
12011	Breath Alcohol Technician	20.12	
12012	Certified Occupational Therapist Assistant	27.61	
12015	Certified Physical Therapist Assistant	27.61	
12020	Dental Assistant	23.37	
12025	Dental Hygienist	40.68	
12030	EKG Technician	30.50	
12035	Electroneurodiagnostic Technologist	30.50	
12040	Emergency Medical Technician	20.12	
12071	Licensed Practical Nurse I	17.98	
12072	Licensed Practical Nurse II	20.12	
12073	Licensed Practical Nurse III	22.43	
12100	Medical Assistant	21.73	
12130	Medical Laboratory Technician	22.71	
12160	Medical Record Clerk	18.56	
12190	Medical Record Technician	24.51	
12195	Medical Transcriptionist	17.98	
12210	Nuclear Medicine Technologist	44.22	
12221	Nursing Assistant I	12.68	***
12222	Nursing Assistant II	14.25	***
12223	Nursing Assistant III	15.55	***
12224	Nursing Assistant IV	17.45	
12235	Optical Dispenser	16.28	
12236	Optical Technician	17.98	
12250	Pharmacy Technician	19.56	
12280	Phlebotomist	17.89	
12305	Radiologic Technologist	30.06	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	30.06	
12313	Registered Nurse II, Specialist	30.06	
12314	Registered Nurse III	36.38	
12315	Registered Nurse III, Anesthetist	36.38	
12316	Registered Nurse IV	43.59	
12317	Scheduler (Drug and Alcohol Testing)	24.93	
12320	Substance Abuse Treatment Counselor	28.19	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.34	
13012	Exhibits Specialist II	25.20	
13013	Exhibits Specialist III	30.83	
13041	Illustrator I	20.34	
13042	Illustrator II	25.20	
13043	Illustrator III	30.83	
13047	Librarian	27.91	
13050	Library Aide/Clerk	16.20	
13054	Library Information Technology Systems Administrator	25.20	
13058	Library Technician	18.63	
13061	Media Specialist I	18.19	
13062	Media Specialist II	20.34	
13063	Media Specialist III	22.67	
13071	Photographer I	18.19	
13072	Photographer II	20.34	
13073	Photographer III	25.20	
13074	Photographer IV	30.83	
13075	Photographer V	37.31	
13090	Technical Order Library Clerk	20.34	
13110	Video Teleconference Technician	18.32	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.37	
14042	Computer Operator II	20.55	
14043	Computer Operator III	23.01	
14044	Computer Operator IV	25.58	

14045	Computer Operator V		28.30
14071	Computer Programmer I	(see 1)	20.93
14072	Computer Programmer II	(see 1)	24.78
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.37
14160	Personal Computer Support Technician		28.30
14170	System Support Specialist		31.63

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.89	
15020	Aircrew Training Devices Instructor (Rated)		36.16	
15030	Air Crew Training Devices Instructor (Pilot)		43.34	
15050	Computer Based Training Specialist / Instructor		29.89	
15060	Educational Technologist		33.50	
15070	Flight Instructor (Pilot)		43.34	
15080	Graphic Artist		23.71	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.34	
15086	Maintenance Test Pilot, Rotary Wing		43.34	
15088	Non-Maintenance Test/Co-Pilot		43.34	
15090	Technical Instructor		25.87	
15095	Technical Instructor/Course Developer		31.65	
15110	Test Proctor		20.89	
15120	Tutor		20.89	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		11.19	***
16030	Counter Attendant		11.19	***
16040	Dry Cleaner		14.10	***
16070	Finisher, Flatwork, Machine		11.19	***
16090	Presser, Hand		11.19	***
16110	Presser, Machine, Drycleaning		11.19	***
16130	Presser, Machine, Shirts		11.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		11.19	***
16190	Sewing Machine Operator		14.92	***
16220	Tailor		15.77	***
16250	Washer, Machine		12.41	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.71	
19040	Tool And Die Maker		31.83	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.33	
21030	Material Coordinator		23.79	
21040	Material Expediter		23.79	
21050	Material Handling Laborer		17.69	
21071	Order Filler		15.24	***
21080	Production Line Worker (Food Processing)		19.33	
21110	Shipping Packer		19.13	
21130	Shipping/Receiving Clerk		19.13	
21140	Store Worker I		15.63	***
21150	Stock Clerk		19.08	
21210	Tools And Parts Attendant		19.33	
21410	Warehouse Specialist		19.33	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.61	
23019	Aircraft Logs and Records Technician		21.17	

23021	Aircraft Mechanic I	23.54
23022	Aircraft Mechanic II	24.61
23023	Aircraft Mechanic III	25.84
23040	Aircraft Mechanic Helper	20.70
23050	Aircraft, Painter	22.65
23060	Aircraft Servicer	21.17
23070	Aircraft Survival Flight Equipment Technician	22.65
23080	Aircraft Worker	22.06
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.06
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.54
23110	Appliance Mechanic	26.71
23120	Bicycle Repairer	21.27
23125	Cable Splicer	45.82
23130	Carpenter, Maintenance	22.72
23140	Carpet Layer	24.87
23160	Electrician, Maintenance	29.50
23181	Electronics Technician Maintenance I	26.05
23182	Electronics Technician Maintenance II	26.81
23183	Electronics Technician Maintenance III	28.28
23260	Fabric Worker	23.07
23290	Fire Alarm System Mechanic	28.28
23310	Fire Extinguisher Repairer	21.27
23311	Fuel Distribution System Mechanic	28.28
23312	Fuel Distribution System Operator	21.27
23370	General Maintenance Worker	19.03
23380	Ground Support Equipment Mechanic	23.54
23381	Ground Support Equipment Servicer	21.17
23382	Ground Support Equipment Worker	22.06
23391	Gunsmith I	21.27
23392	Gunsmith II	24.87
23393	Gunsmith III	28.28
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.85
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.13
23430	Heavy Equipment Mechanic	28.79
23440	Heavy Equipment Operator	26.95
23460	Instrument Mechanic	28.28
23465	Laboratory/Shelter Mechanic	26.71
23470	Laborer	17.69
23510	Locksmith	26.71
23530	Machinery Maintenance Mechanic	28.92
23550	Machinist, Maintenance	26.32
23580	Maintenance Trades Helper	19.41
23591	Metrology Technician I	28.28
23592	Metrology Technician II	29.53
23593	Metrology Technician III	30.65
23640	Millwright	28.28
23710	Office Appliance Repairer	26.71
23760	Painter, Maintenance	24.75
23790	Pipefitter, Maintenance	30.01
23810	Plumber, Maintenance	28.33
23820	Pneudraulic Systems Mechanic	28.28
23850	Rigger	28.28
23870	Scale Mechanic	24.87
23890	Sheet-Metal Worker, Maintenance	26.47
23910	Small Engine Mechanic	24.87
23931	Telecommunications Mechanic I	32.54
23932	Telecommunications Mechanic II	33.98
23950	Telephone Lineman	28.28
23960	Welder, Combination, Maintenance	22.77
23965	Well Driller	28.28
23970	Woodcraft Worker	28.28
23980	Woodworker	21.27

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	20.33	
24570	Child Care Attendant	11.64	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	14.62	***

24620	Family Readiness And Support Services Coordinator	20.33	
24630	Homemaker	20.33	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.32	
25040	Sewage Plant Operator	28.95	
25070	Stationary Engineer	29.32	
25190	Ventilation Equipment Tender	20.13	
25210	Water Treatment Plant Operator	28.95	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.47	
27007	Baggage Inspector	15.00	***
27008	Corrections Officer	24.17	
27010	Court Security Officer	27.18	
27030	Detection Dog Handler	16.80	
27040	Detention Officer	24.17	
27070	Firefighter	28.83	
27101	Guard I	15.00	***
27102	Guard II	16.80	
27131	Police Officer I	27.91	
27132	Police Officer II	31.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.63	
28042	Carnival Equipment Repairer	18.23	
28043	Carnival Worker	11.88	***
28210	Gate Attendant/Gate Tender	21.36	
28310	Lifeguard	15.24	***
28350	Park Attendant (Aide)	23.90	
28510	Recreation Aide/Health Facility Attendant	17.45	
28515	Recreation Specialist	27.49	
28630	Sports Official	19.03	
28690	Swimming Pool Operator	21.31	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.87	
29020	Hatch Tender	24.87	
29030	Line Handler	24.87	
29041	Stevedore I	23.07	
29042	Stevedore II	26.71	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.58	
30022	Archeological Technician II	20.79	
30023	Archeological Technician III	25.76	
30030	Cartographic Technician	25.76	
30040	Civil Engineering Technician	28.60	
30051	Cryogenic Technician I	28.52	
30052	Cryogenic Technician II	31.51	
30061	Drafter/CAD Operator I	18.58	
30062	Drafter/CAD Operator II	20.79	
30063	Drafter/CAD Operator III	23.17	
30064	Drafter/CAD Operator IV	28.52	
30081	Engineering Technician I	16.56	
30082	Engineering Technician II	18.58	
30083	Engineering Technician III	20.79	
30084	Engineering Technician IV	25.76	
30085	Engineering Technician V	31.51	

30086	Engineering Technician VI	38.11
30090	Environmental Technician	25.76
30095	Evidence Control Specialist	25.76
30210	Laboratory Technician	23.17
30221	Latent Fingerprint Technician I	28.52
30222	Latent Fingerprint Technician II	31.51
30240	Mathematical Technician	25.76
30361	Paralegal/Legal Assistant I	19.64
30362	Paralegal/Legal Assistant II	24.33
30363	Paralegal/Legal Assistant III	29.76
30364	Paralegal/Legal Assistant IV	36.02
30375	Petroleum Supply Specialist	31.51
30390	Photo-Optics Technician	25.76
30395	Radiation Control Technician	31.51
30461	Technical Writer I	25.76
30462	Technical Writer II	31.51
30463	Technical Writer III	38.11
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.52
30502	Weather Forecaster II	34.69
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.17
30621	Weather Observer, Senior	(see 2) 25.76

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	16.37	
31030	Bus Driver	24.19	
31043	Driver Courier	20.35	
31260	Parking and Lot Attendant	14.54	***
31290	Shuttle Bus Driver	22.31	
31310	Taxi Driver	18.30	
31361	Truckdriver, Light	22.31	
31362	Truckdriver, Medium	24.19	
31363	Truckdriver, Heavy	25.59	
31364	Truckdriver, Tractor-Trailer	25.59	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	13.16	***
99050	Desk Clerk	13.79	***
99095	Embalmer	31.81	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	19.68	
99252	Laboratory Animal Caretaker II	21.57	
99260	Marketing Analyst	27.15	
99310	Mortician	31.81	
99410	Pest Controller	23.39	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.24	
99711	Recycling Specialist	21.82	
99730	Refuse Collector	18.16	
99810	Sales Clerk	13.39	***
99820	School Crossing Guard	14.06	***
99830	Survey Party Chief	22.95	
99831	Surveying Aide	15.42	***
99832	Surveying Technician	20.16	
99840	Vending Machine Attendant	19.68	
99841	Vending Machine Repairer	24.00	
99842	Vending Machine Repairer Helper	19.68	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4671

States/Territories. : Mississippi

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Tate, Tunica

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.94	***
01012	Accounting Clerk II	17.90	
01013	Accounting Clerk III	20.02	
01020	Administrative Assistant	29.17	
01035	Court Reporter	18.00	
01041	Customer Service Representative I	14.31	***
01042	Customer Service Representative II	15.61	***
01043	Customer Service Representative III	17.52	
01051	Data Entry Operator I	14.26	***
01052	Data Entry Operator II	15.56	***
01060	Dispatcher, Motor Vehicle	20.55	
01070	Document Preparation Clerk	14.89	***
01090	Duplicating Machine Operator	14.89	***
01111	General Clerk I	13.57	***
01112	General Clerk II	14.81	***
01113	General Clerk III	16.62	
01120	Housing Referral Assistant	20.07	
01141	Messenger Courier	12.32	***
01191	Order Clerk I	13.89	***
01192	Order Clerk II	16.09	***
01261	Personnel Assistant (Employment) I	16.61	

01262	Personnel Assistant (Employment) II	18.57	
01263	Personnel Assistant (Employment) III	20.70	
01270	Production Control Clerk	22.37	
01290	Rental Clerk	13.13	***
01300	Scheduler, Maintenance	16.09	***
01311	Secretary I	16.09	***
01312	Secretary II	18.00	
01313	Secretary III	20.07	
01320	Service Order Dispatcher	18.36	
01410	Supply Technician	29.17	
01420	Survey Worker	17.67	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	18.34	
01532	Travel Clerk II	19.53	
01533	Travel Clerk III	21.02	
01611	Word Processor I	14.95	***
01612	Word Processor II	16.79	
01613	Word Processor III	18.77	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.38	
05010	Automotive Electrician	21.05	
05040	Automotive Glass Installer	19.67	
05070	Automotive Worker	19.67	
05110	Mobile Equipment Servicer	16.75	
05130	Motor Equipment Metal Mechanic	22.42	
05160	Motor Equipment Metal Worker	19.67	
05190	Motor Vehicle Mechanic	22.42	
05220	Motor Vehicle Mechanic Helper	15.35	***
05250	Motor Vehicle Upholstery Worker	18.23	
05280	Motor Vehicle Wrecker	19.67	
05310	Painter, Automotive	21.05	
05340	Radiator Repair Specialist	19.67	
05370	Tire Repairer	14.55	***
05400	Transmission Repair Specialist	22.42	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.56	
07041	Cook I	13.12	***
07042	Cook II	15.40	***
07070	Dishwasher	11.38	***
07130	Food Service Worker	9.96	***
07210	Meat Cutter	15.93	***
07260	Waiter/Waitress	9.07	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.14	
09040	Furniture Handler	10.91	***
09080	Furniture Refinisher	16.70	
09090	Furniture Refinisher Helper	12.27	***
09110	Furniture Repairer, Minor	14.47	***
09130	Upholsterer	15.81	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.97	***
11060	Elevator Operator	13.97	***
11090	Gardener	19.25	
11122	Housekeeping Aide	11.74	***
11150	Janitor	11.74	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	11.52	***
11260	Pruner	12.81	***
11270	Tractor Operator	17.64	
11330	Trail Maintenance Worker	14.39	***

11360	Window Cleaner	13.19	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.36	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	30.43	
12015	Certified Physical Therapist Assistant	29.85	
12020	Dental Assistant	18.12	
12025	Dental Hygienist	36.47	
12030	EKG Technician	26.49	
12035	Electroneurodiagnostic Technologist	26.49	
12040	Emergency Medical Technician	19.36	
12071	Licensed Practical Nurse I	18.00	
12072	Licensed Practical Nurse II	20.14	
12073	Licensed Practical Nurse III	22.45	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.90	
12160	Medical Record Clerk	19.56	
12190	Medical Record Technician	22.60	
12195	Medical Transcriptionist	18.38	
12210	Nuclear Medicine Technologist	38.16	
12221	Nursing Assistant I	11.63	***
12222	Nursing Assistant II	13.07	***
12223	Nursing Assistant III	14.26	***
12224	Nursing Assistant IV	16.00	***
12235	Optical Dispenser	18.03	
12236	Optical Technician	16.24	
12250	Pharmacy Technician	17.53	
12280	Phlebotomist	17.08	
12305	Radiologic Technologist	29.18	
12311	Registered Nurse I	24.52	
12312	Registered Nurse II	30.00	
12313	Registered Nurse II, Specialist	30.00	
12314	Registered Nurse III	36.29	
12315	Registered Nurse III, Anesthetist	36.29	
12316	Registered Nurse IV	43.50	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	22.22	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.38	
13012	Exhibits Specialist II	26.49	
13013	Exhibits Specialist III	32.40	
13041	Illustrator I	21.38	
13042	Illustrator II	26.49	
13043	Illustrator III	32.40	
13047	Librarian	29.33	
13050	Library Aide/Clerk	16.53	
13054	Library Information Technology Systems Administrator	26.49	
13058	Library Technician	14.01	***
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.38	
13063	Media Specialist III	23.83	
13071	Photographer I	16.58	
13072	Photographer II	18.55	
13073	Photographer III	22.99	
13074	Photographer IV	28.12	
13075	Photographer V	34.01	
13090	Technical Order Library Clerk	21.44	
13110	Video Teleconference Technician	19.15	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.86	
14042	Computer Operator II	18.86	
14043	Computer Operator III	21.02	
14044	Computer Operator IV	23.36	

14045	Computer Operator V		24.96
14071	Computer Programmer I	(see 1)	20.84
14072	Computer Programmer II	(see 1)	25.81
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.86
14160	Personal Computer Support Technician		23.36
14170	System Support Specialist		27.78

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.53	
15020	Aircrew Training Devices Instructor (Rated)		36.93	
15030	Air Crew Training Devices Instructor (Pilot)		44.25	
15050	Computer Based Training Specialist / Instructor		30.53	
15060	Educational Technologist		33.21	
15070	Flight Instructor (Pilot)		44.25	
15080	Graphic Artist		24.02	
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		23.43	
15095	Technical Instructor/Course Developer		28.66	
15110	Test Proctor		18.91	
15120	Tutor		18.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.40	***
16030	Counter Attendant		12.40	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.40	***
16090	Presser, Hand		12.40	***
16110	Presser, Machine, Drycleaning		12.40	***
16130	Presser, Machine, Shirts		12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.40	***
16190	Sewing Machine Operator		15.05	***
16220	Tailor		16.04	***
16250	Washer, Machine		12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.56	
19040	Tool And Die Maker		23.37	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.03	
21030	Material Coordinator		22.37	
21040	Material Expediter		22.37	
21050	Material Handling Laborer		14.40	***
21071	Order Filler		14.17	***
21080	Production Line Worker (Food Processing)		17.03	
21110	Shipping Packer		16.60	
21130	Shipping/Receiving Clerk		16.60	
21140	Store Worker I		12.13	***
21150	Stock Clerk		17.19	
21210	Tools And Parts Attendant		17.03	
21410	Warehouse Specialist		17.03	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		36.58	
23019	Aircraft Logs and Records Technician		28.06	

23021	Aircraft Mechanic I	34.51	
23022	Aircraft Mechanic II	36.58	
23023	Aircraft Mechanic III	38.80	
23040	Aircraft Mechanic Helper	23.62	
23050	Aircraft, Painter	32.40	
23060	Aircraft Servicer	28.06	
23070	Aircraft Survival Flight Equipment Technician	32.40	
23080	Aircraft Worker	30.27	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.27	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	34.51	
23110	Appliance Mechanic	22.32	
23120	Bicycle Repairer	18.58	
23125	Cable Splicer	31.98	
23130	Carpenter, Maintenance	22.43	
23140	Carpet Layer	20.93	
23160	Electrician, Maintenance	25.67	
23181	Electronics Technician Maintenance I	27.01	
23182	Electronics Technician Maintenance II	28.90	
23183	Electronics Technician Maintenance III	30.78	
23260	Fabric Worker	20.21	
23290	Fire Alarm System Mechanic	22.85	
23310	Fire Extinguisher Repairer	18.58	
23311	Fuel Distribution System Mechanic	28.78	
23312	Fuel Distribution System Operator	21.51	
23370	General Maintenance Worker	18.56	
23380	Ground Support Equipment Mechanic	34.51	
23381	Ground Support Equipment Servicer	28.06	
23382	Ground Support Equipment Worker	30.27	
23391	Gunsmith I	18.58	
23392	Gunsmith II	21.81	
23393	Gunsmith III	24.86	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.13	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.52	
23430	Heavy Equipment Mechanic	27.70	
23440	Heavy Equipment Operator	21.42	
23460	Instrument Mechanic	22.36	
23465	Laboratory/Shelter Mechanic	23.35	
23470	Laborer	14.40	***
23510	Locksmith	22.81	
23530	Machinery Maintenance Mechanic	25.13	
23550	Machinist, Maintenance	23.72	
23580	Maintenance Trades Helper	18.92	
23591	Metrology Technician I	22.36	
23592	Metrology Technician II	23.71	
23593	Metrology Technician III	25.14	
23640	Millwright	25.85	
23710	Office Appliance Repairer	20.77	
23760	Painter, Maintenance	17.78	
23790	Pipefitter, Maintenance	27.65	
23810	Plumber, Maintenance	26.33	
23820	Pneudraulic Systems Mechanic	24.86	
23850	Rigger	24.24	
23870	Scale Mechanic	21.81	
23890	Sheet-Metal Worker, Maintenance	22.52	
23910	Small Engine Mechanic	19.54	
23931	Telecommunications Mechanic I	28.21	
23932	Telecommunications Mechanic II	29.90	
23950	Telephone Lineman	24.10	
23960	Welder, Combination, Maintenance	22.93	
23965	Well Driller	26.66	
23970	Woodcraft Worker	24.86	
23980	Woodworker	18.58	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.92	***
24570	Child Care Attendant	10.98	***
24580	Child Care Center Clerk	13.69	***
24610	Chore Aide	11.24	***

24620	Family Readiness And Support Services Coordinator	15.92	***
24630	Homemaker	15.92	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.45	
25040	Sewage Plant Operator	22.69	
25070	Stationary Engineer	30.45	
25190	Ventilation Equipment Tender	20.84	
25210	Water Treatment Plant Operator	22.69	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.58	
27007	Baggage Inspector	12.74	***
27008	Corrections Officer	24.38	
27010	Court Security Officer	25.30	
27030	Detection Dog Handler	14.41	***
27040	Detention Officer	24.38	
27070	Firefighter	24.12	
27101	Guard I	12.74	***
27102	Guard II	14.41	***
27131	Police Officer I	26.10	
27132	Police Officer II	29.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.42	***
28042	Carnival Equipment Repairer	15.74	***
28043	Carnival Worker	10.84	***
28210	Gate Attendant/Gate Tender	16.99	
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	19.00	
28510	Recreation Aide/Health Facility Attendant	13.86	***
28515	Recreation Specialist	23.53	
28630	Sports Official	15.12	***
28690	Swimming Pool Operator	18.77	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.84	
29020	Hatch Tender	23.53	
29030	Line Handler	23.53	
29041	Stevedore I	22.34	
29042	Stevedore II	25.18	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.52	
30022	Archeological Technician II	19.59	
30023	Archeological Technician III	24.28	
30030	Cartographic Technician	24.28	
30040	Civil Engineering Technician	19.57	
30051	Cryogenic Technician I	28.80	
30052	Cryogenic Technician II	31.82	
30061	Drafter/CAD Operator I	17.52	
30062	Drafter/CAD Operator II	19.59	
30063	Drafter/CAD Operator III	21.86	
30064	Drafter/CAD Operator IV	26.88	
30081	Engineering Technician I	15.74	***
30082	Engineering Technician II	17.68	
30083	Engineering Technician III	19.77	
30084	Engineering Technician IV	24.49	
30085	Engineering Technician V	29.96	

30086	Engineering Technician VI	36.26
30090	Environmental Technician	22.58
30095	Evidence Control Specialist	26.01
30210	Laboratory Technician	23.26
30221	Latent Fingerprint Technician I	26.33
30222	Latent Fingerprint Technician II	29.09
30240	Mathematical Technician	26.01
30361	Paralegal/Legal Assistant I	20.55
30362	Paralegal/Legal Assistant II	25.46
30363	Paralegal/Legal Assistant III	31.14
30364	Paralegal/Legal Assistant IV	37.69
30375	Petroleum Supply Specialist	31.82
30390	Photo-Optics Technician	23.79
30395	Radiation Control Technician	31.82
30461	Technical Writer I	24.42
30462	Technical Writer II	29.87
30463	Technical Writer III	36.13
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.80
30502	Weather Forecaster II	35.03
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.86
30621	Weather Observer, Senior	(see 2) 24.28

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.29	***
31030	Bus Driver	20.80	
31043	Driver Courier	17.55	
31260	Parking and Lot Attendant	13.12	***
31290	Shuttle Bus Driver	17.07	
31310	Taxi Driver	12.06	***
31361	Truckdriver, Light	19.16	
31362	Truckdriver, Medium	20.85	
31363	Truckdriver, Heavy	23.88	
31364	Truckdriver, Tractor-Trailer	23.88	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.04	***
99050	Desk Clerk	11.23	***
99095	Embalmer	22.80	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.30	***
99252	Laboratory Animal Caretaker II	15.61	***
99260	Marketing Analyst	29.37	
99310	Mortician	22.80	
99410	Pest Controller	17.84	
99510	Photofinishing Worker	15.84	***
99710	Recycling Laborer	20.16	
99711	Recycling Specialist	24.21	
99730	Refuse Collector	17.94	
99810	Sales Clerk	11.97	***
99820	School Crossing Guard	15.27	***
99830	Survey Party Chief	24.48	
99831	Surveying Aide	16.48	
99832	Surveying Technician	22.58	
99840	Vending Machine Attendant	14.28	***
99841	Vending Machine Repairer	18.30	
99842	Vending Machine Repairer Helper	14.28	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-4673

States/Territories. : Mississippi

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Arkansas, Mississippi, Tennessee
Area: Arkansas County of Crittenden
Mississippi Counties of Benton, De Soto, Marshall
Tennessee Counties of Fayette, Shelby, Tipton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.94	***
01012	Accounting Clerk II	17.90	
01013	Accounting Clerk III	20.02	
01020	Administrative Assistant	29.17	
01035	Court Reporter	20.57	
01041	Customer Service Representative I	14.31	***
01042	Customer Service Representative II	15.61	***
01043	Customer Service Representative III	17.52	
01051	Data Entry Operator I	14.26	***
01052	Data Entry Operator II	15.56	***
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	14.89	***
01090	Duplicating Machine Operator	14.89	***
01111	General Clerk I	13.61	***
01112	General Clerk II	14.85	***
01113	General Clerk III	16.67	
01120	Housing Referral Assistant	20.25	
01141	Messenger Courier	15.46	***
01191	Order Clerk I	14.74	***

01192	Order Clerk II	16.09	***
01261	Personnel Assistant (Employment) I	16.61	
01262	Personnel Assistant (Employment) II	18.57	
01263	Personnel Assistant (Employment) III	20.70	
01270	Production Control Clerk	22.37	
01290	Rental Clerk	15.13	***
01300	Scheduler, Maintenance	16.09	***
01311	Secretary I	16.09	***
01312	Secretary II	18.00	
01313	Secretary III	20.07	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	29.17	
01420	Survey Worker	17.74	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	18.34	
01532	Travel Clerk II	19.53	
01533	Travel Clerk III	21.02	
01611	Word Processor I	14.95	***
01612	Word Processor II	16.79	
01613	Word Processor III	18.77	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.84	
05010	Automotive Electrician	21.05	
05040	Automotive Glass Installer	19.67	
05070	Automotive Worker	19.67	
05110	Mobile Equipment Servicer	16.75	
05130	Motor Equipment Metal Mechanic	22.42	
05160	Motor Equipment Metal Worker	19.67	
05190	Motor Vehicle Mechanic	22.42	
05220	Motor Vehicle Mechanic Helper	15.35	***
05250	Motor Vehicle Upholstery Worker	18.23	
05280	Motor Vehicle Wrecker	19.67	
05310	Painter, Automotive	21.05	
05340	Radiator Repair Specialist	19.67	
05370	Tire Repairer	14.55	***
05400	Transmission Repair Specialist	22.42	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.56	
07041	Cook I	13.12	***
07042	Cook II	15.40	***
07070	Dishwasher	11.38	***
07130	Food Service Worker	9.96	***
07210	Meat Cutter	15.93	***
07260	Waiter/Waitress	9.07	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.14	
09040	Furniture Handler	10.74	***
09080	Furniture Refinisher	16.70	
09090	Furniture Refinisher Helper	12.97	***
09110	Furniture Repairer, Minor	15.27	***
09130	Upholsterer	17.53	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.97	***
11060	Elevator Operator	13.97	***
11090	Gardener	19.25	
11122	Housekeeping Aide	11.74	***
11150	Janitor	11.74	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	11.52	***
11260	Pruner	12.81	***

11270	Tractor Operator	17.64	
11330	Trail Maintenance Worker	14.39	***
11360	Window Cleaner	13.19	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.36	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	30.43	
12015	Certified Physical Therapist Assistant	29.80	
12020	Dental Assistant	19.29	
12025	Dental Hygienist	36.85	
12030	EKG Technician	26.49	
12035	Electroneurodiagnostic Technologist	26.49	
12040	Emergency Medical Technician	19.36	
12071	Licensed Practical Nurse I	18.00	
12072	Licensed Practical Nurse II	20.14	
12073	Licensed Practical Nurse III	22.45	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	28.90	
12160	Medical Record Clerk	20.20	
12190	Medical Record Technician	22.60	
12195	Medical Transcriptionist	18.38	
12210	Nuclear Medicine Technologist	38.16	
12221	Nursing Assistant I	11.63	***
12222	Nursing Assistant II	13.07	***
12223	Nursing Assistant III	14.26	***
12224	Nursing Assistant IV	16.00	***
12235	Optical Dispenser	18.03	
12236	Optical Technician	16.24	
12250	Pharmacy Technician	17.53	
12280	Phlebotomist	17.08	
12305	Radiologic Technologist	29.18	
12311	Registered Nurse I	25.41	
12312	Registered Nurse II	30.43	
12313	Registered Nurse II, Specialist	30.43	
12314	Registered Nurse III	36.80	
12315	Registered Nurse III, Anesthetist	36.80	
12316	Registered Nurse IV	44.11	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	22.22	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.52	
13012	Exhibits Specialist II	26.65	
13013	Exhibits Specialist III	32.60	
13041	Illustrator I	22.04	
13042	Illustrator II	27.29	
13043	Illustrator III	33.39	
13047	Librarian	29.52	
13050	Library Aide/Clerk	15.81	***
13054	Library Information Technology Systems Administrator	26.65	
13058	Library Technician	14.01	***
13061	Media Specialist I	19.23	
13062	Media Specialist II	21.52	
13063	Media Specialist III	23.98	
13071	Photographer I	16.58	
13072	Photographer II	18.55	
13073	Photographer III	22.99	
13074	Photographer IV	28.12	
13075	Photographer V	34.01	
13090	Technical Order Library Clerk	21.44	
13110	Video Teleconference Technician	19.15	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.11	
14042	Computer Operator II	20.25	

14043	Computer Operator III	22.57
14044	Computer Operator IV	25.08
14045	Computer Operator V	27.78
14071	Computer Programmer I (see 1)	21.66
14072	Computer Programmer II (see 1)	26.85
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	18.11
14160	Personal Computer Support Technician	25.08
14170	System Support Specialist	27.78

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.67	
15020	Aircrew Training Devices Instructor (Rated)	37.89	
15030	Air Crew Training Devices Instructor (Pilot)	44.48	
15050	Computer Based Training Specialist / Instructor	30.67	
15060	Educational Technologist	33.21	
15070	Flight Instructor (Pilot)	44.48	
15080	Graphic Artist	24.02	
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	23.43	
15095	Technical Instructor/Course Developer	28.66	
15110	Test Proctor	18.91	
15120	Tutor	18.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.40	***
16030	Counter Attendant	12.40	***
16040	Dry Cleaner	14.33	***
16070	Finisher, Flatwork, Machine	12.40	***
16090	Presser, Hand	12.40	***
16110	Presser, Machine, Drycleaning	12.40	***
16130	Presser, Machine, Shirts	12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.40	***
16190	Sewing Machine Operator	15.05	***
16220	Tailor	16.04	***
16250	Washer, Machine	12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	18.56	
19040	Tool And Die Maker	23.42	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.03	
21030	Material Coordinator	22.37	
21040	Material Expediter	22.37	
21050	Material Handling Laborer	14.40	***
21071	Order Filler	14.17	***
21080	Production Line Worker (Food Processing)	17.03	
21110	Shipping Packer	16.60	
21130	Shipping/Receiving Clerk	16.60	
21140	Store Worker I	12.13	***
21150	Stock Clerk	17.19	
21210	Tools And Parts Attendant	17.03	
21410	Warehouse Specialist	17.03	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	36.58	
23019	Aircraft Logs and Records Technician	28.06	
23021	Aircraft Mechanic I	34.51	
23022	Aircraft Mechanic II	36.58	
23023	Aircraft Mechanic III	38.80	
23040	Aircraft Mechanic Helper	23.62	
23050	Aircraft, Painter	32.40	
23060	Aircraft Servicer	28.06	
23070	Aircraft Survival Flight Equipment Technician	32.40	
23080	Aircraft Worker	30.27	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.27	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	34.51	
23110	Appliance Mechanic	22.32	
23120	Bicycle Repairer	18.58	
23125	Cable Splicer	32.41	
23130	Carpenter, Maintenance	22.43	
23140	Carpet Layer	21.81	
23160	Electrician, Maintenance	25.67	
23181	Electronics Technician Maintenance I	27.01	
23182	Electronics Technician Maintenance II	28.90	
23183	Electronics Technician Maintenance III	30.78	
23260	Fabric Worker	20.21	
23290	Fire Alarm System Mechanic	24.55	
23310	Fire Extinguisher Repairer	18.58	
23311	Fuel Distribution System Mechanic	28.78	
23312	Fuel Distribution System Operator	21.51	
23370	General Maintenance Worker	18.56	
23380	Ground Support Equipment Mechanic	34.51	
23381	Ground Support Equipment Servicer	26.51	
23382	Ground Support Equipment Worker	28.60	
23391	Gunsmith I	18.58	
23392	Gunsmith II	21.81	
23393	Gunsmith III	24.86	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.13	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.52	
23430	Heavy Equipment Mechanic	27.70	
23440	Heavy Equipment Operator	21.42	
23460	Instrument Mechanic	22.43	
23465	Laboratory/Shelter Mechanic	23.35	
23470	Laborer	14.40	***
23510	Locksmith	22.81	
23530	Machinery Maintenance Mechanic	25.13	
23550	Machinist, Maintenance	23.72	
23580	Maintenance Trades Helper	18.92	
23591	Metrology Technician I	22.43	
23592	Metrology Technician II	23.78	
23593	Metrology Technician III	25.22	
23640	Millwright	25.85	
23710	Office Appliance Repairer	20.77	
23760	Painter, Maintenance	17.78	
23790	Pipefitter, Maintenance	28.05	
23810	Plumber, Maintenance	26.33	
23820	Pneudraulic Systems Mechanic	24.86	
23850	Rigger	24.24	
23870	Scale Mechanic	21.81	
23890	Sheet-Metal Worker, Maintenance	22.52	
23910	Small Engine Mechanic	19.54	
23931	Telecommunications Mechanic I	28.21	
23932	Telecommunications Mechanic II	29.90	
23950	Telephone Lineman	24.10	
23960	Welder, Combination, Maintenance	22.93	
23965	Well Driller	26.66	
23970	Woodcraft Worker	24.86	
23980	Woodworker	18.58	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.92	***
24570	Child Care Attendant	11.22	***

24580	Child Care Center Clerk	14.11	***
24610	Chore Aide	11.24	***
24620	Family Readiness And Support Services Coordinator	15.92	***
24630	Homemaker	16.62	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.45	
25040	Sewage Plant Operator	22.69	
25070	Stationary Engineer	30.45	
25190	Ventilation Equipment Tender	20.84	
25210	Water Treatment Plant Operator	22.69	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.82	
27007	Baggage Inspector	12.74	***
27008	Corrections Officer	24.38	
27010	Court Security Officer	25.30	
27030	Detection Dog Handler	14.25	***
27040	Detention Officer	24.38	
27070	Firefighter	27.34	
27101	Guard I	12.74	***
27102	Guard II	14.25	***
27131	Police Officer I	26.10	
27132	Police Officer II	29.02	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.19	***
28042	Carnival Equipment Repairer	15.50	***
28043	Carnival Worker	10.31	***
28210	Gate Attendant/Gate Tender	16.99	
28310	Lifeguard	11.02	***
28350	Park Attendant (Aide)	19.00	
28510	Recreation Aide/Health Facility Attendant	13.86	***
28515	Recreation Specialist	23.39	
28630	Sports Official	15.12	***
28690	Swimming Pool Operator	18.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.85	
29020	Hatch Tender	23.85	
29030	Line Handler	23.85	
29041	Stevedore I	23.32	
29042	Stevedore II	26.35	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.76	
30022	Archeological Technician II	20.99	
30023	Archeological Technician III	26.01	
30030	Cartographic Technician	26.01	
30040	Civil Engineering Technician	22.40	
30051	Cryogenic Technician I	28.80	
30052	Cryogenic Technician II	31.82	
30061	Drafter/CAD Operator I	18.76	
30062	Drafter/CAD Operator II	20.99	
30063	Drafter/CAD Operator III	23.40	
30064	Drafter/CAD Operator IV	28.80	
30081	Engineering Technician I	17.14	
30082	Engineering Technician II	18.54	
30083	Engineering Technician III	21.52	

30084	Engineering Technician IV	25.66
30085	Engineering Technician V	30.95
30086	Engineering Technician VI	37.45
30090	Environmental Technician	23.34
30095	Evidence Control Specialist	26.01
30210	Laboratory Technician	23.26
30221	Latent Fingerprint Technician I	26.40
30222	Latent Fingerprint Technician II	29.15
30240	Mathematical Technician	26.22
30361	Paralegal/Legal Assistant I	20.55
30362	Paralegal/Legal Assistant II	25.46
30363	Paralegal/Legal Assistant III	31.14
30364	Paralegal/Legal Assistant IV	37.69
30375	Petroleum Supply Specialist	31.82
30390	Photo-Optics Technician	26.01
30395	Radiation Control Technician	31.82
30461	Technical Writer I	24.42
30462	Technical Writer II	29.87
30463	Technical Writer III	36.13
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.80
30502	Weather Forecaster II	35.03
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.40
30621	Weather Observer, Senior	(see 2) 26.01

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.29	***
31030	Bus Driver	20.80	
31043	Driver Courier	17.55	
31260	Parking and Lot Attendant	13.12	***
31290	Shuttle Bus Driver	17.07	
31310	Taxi Driver	12.06	***
31361	Truckdriver, Light	19.16	
31362	Truckdriver, Medium	20.85	
31363	Truckdriver, Heavy	23.88	
31364	Truckdriver, Tractor-Trailer	23.88	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.04	***
99050	Desk Clerk	11.23	***
99095	Embalmer	24.26	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.30	***
99252	Laboratory Animal Caretaker II	15.61	***
99260	Marketing Analyst	29.37	
99310	Mortician	24.26	
99410	Pest Controller	17.84	
99510	Photofinishing Worker	13.48	***
99710	Recycling Laborer	20.16	
99711	Recycling Specialist	24.70	
99730	Refuse Collector	17.94	
99810	Sales Clerk	11.97	***
99820	School Crossing Guard	15.87	***
99830	Survey Party Chief	25.94	
99831	Surveying Aide	17.01	
99832	Surveying Technician	23.28	
99840	Vending Machine Attendant	14.28	***
99841	Vending Machine Repairer	18.30	
99842	Vending Machine Repairer Helper	14.28	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5147

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Hancock, Harrison, Jackson

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.49	***
01012	Accounting Clerk II	16.26	
01013	Accounting Clerk III	18.19	
01020	Administrative Assistant	23.10	
01035	Court Reporter	18.96	
01041	Customer Service Representative I	13.45	***
01042	Customer Service Representative II	15.13	***
01043	Customer Service Representative III	16.50	
01051	Data Entry Operator I	14.96	***
01052	Data Entry Operator II	16.32	
01060	Dispatcher, Motor Vehicle	17.82	
01070	Document Preparation Clerk	15.10	***
01090	Duplicating Machine Operator	15.10	***
01111	General Clerk I	13.61	***
01112	General Clerk II	14.85	***
01113	General Clerk III	16.68	
01120	Housing Referral Assistant	21.14	
01141	Messenger Courier	14.09	***
01191	Order Clerk I	16.73	
01192	Order Clerk II	18.25	
01261	Personnel Assistant (Employment) I	17.40	

01262	Personnel Assistant (Employment) II	19.46	
01263	Personnel Assistant (Employment) III	21.70	
01270	Production Control Clerk	28.86	
01290	Rental Clerk	13.63	***
01300	Scheduler, Maintenance	16.95	
01311	Secretary I	16.95	
01312	Secretary II	18.96	
01313	Secretary III	21.14	
01320	Service Order Dispatcher	15.93	***
01410	Supply Technician	23.10	
01420	Survey Worker	15.16	***
01460	Switchboard Operator/Receptionist	14.04	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	15.10	***
01612	Word Processor II	16.95	
01613	Word Processor III	18.96	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.73	
05010	Automotive Electrician	18.30	
05040	Automotive Glass Installer	17.64	
05070	Automotive Worker	17.64	
05110	Mobile Equipment Servicer	16.24	
05130	Motor Equipment Metal Mechanic	18.94	
05160	Motor Equipment Metal Worker	17.64	
05190	Motor Vehicle Mechanic	19.39	
05220	Motor Vehicle Mechanic Helper	15.53	***
05250	Motor Vehicle Upholstery Worker	16.94	
05280	Motor Vehicle Wrecker	17.64	
05310	Painter, Automotive	18.30	
05340	Radiator Repair Specialist	17.64	
05370	Tire Repairer	14.61	***
05400	Transmission Repair Specialist	18.94	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.16	***
07041	Cook I	10.41	***
07042	Cook II	11.31	***
07070	Dishwasher	9.70	***
07130	Food Service Worker	9.81	***
07210	Meat Cutter	15.19	***
07260	Waiter/Waitress	9.09	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	26.47	
09040	Furniture Handler	20.17	
09080	Furniture Refinisher	26.47	
09090	Furniture Refinisher Helper	22.45	
09110	Furniture Repairer, Minor	24.49	
09130	Upholsterer	26.47	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.11	***
11060	Elevator Operator	11.11	***
11090	Gardener	16.34	
11122	Housekeeping Aide	11.37	***
11150	Janitor	11.37	***
11210	Laborer, Grounds Maintenance	14.04	***
11240	Maid or Houseman	10.88	***
11260	Pruner	13.30	***
11270	Tractor Operator	15.63	***
11330	Trail Maintenance Worker	14.04	***

11360	Window Cleaner	12.00	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.42	
12011	Breath Alcohol Technician	20.11	
12012	Certified Occupational Therapist Assistant	28.71	
12015	Certified Physical Therapist Assistant	27.68	
12020	Dental Assistant	17.21	
12025	Dental Hygienist	32.45	
12030	EKG Technician	24.24	
12035	Electroneurodiagnostic Technologist	24.24	
12040	Emergency Medical Technician	20.42	
12071	Licensed Practical Nurse I	17.98	
12072	Licensed Practical Nurse II	20.11	
12073	Licensed Practical Nurse III	22.42	
12100	Medical Assistant	14.31	***
12130	Medical Laboratory Technician	22.42	
12160	Medical Record Clerk	16.53	
12190	Medical Record Technician	18.48	
12195	Medical Transcriptionist	17.76	
12210	Nuclear Medicine Technologist	44.21	
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	16.52	
12236	Optical Technician	14.37	***
12250	Pharmacy Technician	17.74	
12280	Phlebotomist	17.48	
12305	Radiologic Technologist	24.72	
12311	Registered Nurse I	24.69	
12312	Registered Nurse II	30.20	
12313	Registered Nurse II, Specialist	30.20	
12314	Registered Nurse III	36.55	
12315	Registered Nurse III, Anesthetist	36.55	
12316	Registered Nurse IV	43.80	
12317	Scheduler (Drug and Alcohol Testing)	24.92	
12320	Substance Abuse Treatment Counselor	15.82	***

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.54	
13012	Exhibits Specialist II	21.72	
13013	Exhibits Specialist III	26.57	
13041	Illustrator I	17.54	
13042	Illustrator II	21.72	
13043	Illustrator III	26.57	
13047	Librarian	24.06	
13050	Library Aide/Clerk	11.11	***
13054	Library Information Technology Systems Administrator	21.72	
13058	Library Technician	17.09	
13061	Media Specialist I	15.67	***
13062	Media Specialist II	17.54	
13063	Media Specialist III	19.54	
13071	Photographer I	15.67	***
13072	Photographer II	17.54	
13073	Photographer III	21.72	
13074	Photographer IV	26.57	
13075	Photographer V	32.14	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	19.20	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.52	
14042	Computer Operator II	18.47	
14043	Computer Operator III	20.59	
14044	Computer Operator IV	22.88	

14045	Computer Operator V		25.34
14071	Computer Programmer I	(see 1)	20.43
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.52
14160	Personal Computer Support Technician		22.88
14170	System Support Specialist		25.84

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.80	
15020	Aircrew Training Devices Instructor (Rated)		37.26	
15030	Air Crew Training Devices Instructor (Pilot)		44.67	
15050	Computer Based Training Specialist / Instructor		30.80	
15060	Educational Technologist		36.42	
15070	Flight Instructor (Pilot)		44.67	
15080	Graphic Artist		19.42	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.67	
15086	Maintenance Test Pilot, Rotary Wing		44.67	
15088	Non-Maintenance Test/Co-Pilot		44.67	
15090	Technical Instructor		29.00	
15095	Technical Instructor/Course Developer		35.48	
15110	Test Proctor		23.41	
15120	Tutor		23.41	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.32	***
16030	Counter Attendant		10.32	***
16040	Dry Cleaner		11.95	***
16070	Finisher, Flatwork, Machine		10.32	***
16090	Presser, Hand		10.32	***
16110	Presser, Machine, Drycleaning		10.32	***
16130	Presser, Machine, Shirts		10.32	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.32	***
16190	Sewing Machine Operator		12.65	***
16220	Tailor		13.40	***
16250	Washer, Machine		10.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.47	
19040	Tool And Die Maker		29.95	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.26	
21030	Material Coordinator		28.86	
21040	Material Expediter		28.86	
21050	Material Handling Laborer		14.31	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		19.26	
21110	Shipping Packer		19.66	
21130	Shipping/Receiving Clerk		19.66	
21140	Store Worker I		16.47	
21150	Stock Clerk		19.54	
21210	Tools And Parts Attendant		19.26	
21410	Warehouse Specialist		19.26	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		33.64	
23019	Aircraft Logs and Records Technician		29.08	

23021	Aircraft Mechanic I	32.52	
23022	Aircraft Mechanic II	33.64	
23023	Aircraft Mechanic III	34.61	
23040	Aircraft Mechanic Helper	26.66	
23050	Aircraft, Painter	31.43	
23060	Aircraft Servicer	29.08	
23070	Aircraft Survival Flight Equipment Technician	31.43	
23080	Aircraft Worker	30.29	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.29	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.52	
23110	Appliance Mechanic	26.47	
23120	Bicycle Repairer	23.48	
23125	Cable Splicer	33.42	
23130	Carpenter, Maintenance	22.99	
23140	Carpet Layer	25.51	
23160	Electrician, Maintenance	28.90	
23181	Electronics Technician Maintenance I	34.56	
23182	Electronics Technician Maintenance II	35.87	
23183	Electronics Technician Maintenance III	37.11	
23260	Fabric Worker	24.49	
23290	Fire Alarm System Mechanic	24.31	
23310	Fire Extinguisher Repairer	23.48	
23311	Fuel Distribution System Mechanic	27.39	
23312	Fuel Distribution System Operator	23.48	
23370	General Maintenance Worker	17.70	
23380	Ground Support Equipment Mechanic	32.52	
23381	Ground Support Equipment Servicer	29.08	
23382	Ground Support Equipment Worker	30.29	
23391	Gunsmith I	23.48	
23392	Gunsmith II	25.51	
23393	Gunsmith III	27.39	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.60	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.37	
23430	Heavy Equipment Mechanic	27.13	
23440	Heavy Equipment Operator	20.25	
23460	Instrument Mechanic	27.39	
23465	Laboratory/Shelter Mechanic	26.47	
23470	Laborer	14.31	***
23510	Locksmith	26.47	
23530	Machinery Maintenance Mechanic	32.98	
23550	Machinist, Maintenance	28.55	
23580	Maintenance Trades Helper	22.04	
23591	Metrology Technician I	27.39	
23592	Metrology Technician II	28.32	
23593	Metrology Technician III	29.14	
23640	Millwright	26.38	
23710	Office Appliance Repairer	20.23	
23760	Painter, Maintenance	22.39	
23790	Pipefitter, Maintenance	28.47	
23810	Plumber, Maintenance	27.52	
23820	Pneudraulic Systems Mechanic	27.39	
23850	Rigger	27.39	
23870	Scale Mechanic	25.51	
23890	Sheet-Metal Worker, Maintenance	28.55	
23910	Small Engine Mechanic	18.40	
23931	Telecommunications Mechanic I	28.23	
23932	Telecommunications Mechanic II	30.56	
23950	Telephone Lineman	29.59	
23960	Welder, Combination, Maintenance	28.55	
23965	Well Driller	27.39	
23970	Woodcraft Worker	27.39	
23980	Woodworker	23.48	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.82	***
24570	Child Care Attendant	10.21	***
24580	Child Care Center Clerk	12.74	***
24610	Chore Aide	11.16	***

24620	Family Readiness And Support Services Coordinator	15.82	***
24630	Homemaker	15.82	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.03	
25040	Sewage Plant Operator	18.25	
25070	Stationary Engineer	26.03	
25190	Ventilation Equipment Tender	21.35	
25210	Water Treatment Plant Operator	18.25	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.00	***
27007	Baggage Inspector	12.91	***
27008	Corrections Officer	16.52	
27010	Court Security Officer	17.48	
27030	Detection Dog Handler	15.38	***
27040	Detention Officer	16.52	
27070	Firefighter	18.47	
27101	Guard I	12.91	***
27102	Guard II	15.38	***
27131	Police Officer I	19.44	
27132	Police Officer II	21.61	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.30	***
28042	Carnival Equipment Repairer	12.86	***
28043	Carnival Worker	10.47	***
28210	Gate Attendant/Gate Tender	16.52	
28310	Lifeguard	12.71	***
28350	Park Attendant (Aide)	18.48	
28510	Recreation Aide/Health Facility Attendant	13.49	***
28515	Recreation Specialist	22.89	
28630	Sports Official	14.72	***
28690	Swimming Pool Operator	17.32	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.15	
29020	Hatch Tender	29.15	
29030	Line Handler	29.15	
29041	Stevedore I	27.99	
29042	Stevedore II	30.25	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.63	
30022	Archeological Technician II	21.06	
30023	Archeological Technician III	25.42	
30030	Cartographic Technician	26.10	
30040	Civil Engineering Technician	21.49	
30051	Cryogenic Technician I	28.13	
30052	Cryogenic Technician II	31.08	
30061	Drafter/CAD Operator I	18.63	
30062	Drafter/CAD Operator II	21.06	
30063	Drafter/CAD Operator III	23.45	
30064	Drafter/CAD Operator IV	28.86	
30081	Engineering Technician I	16.25	
30082	Engineering Technician II	18.24	
30083	Engineering Technician III	20.44	
30084	Engineering Technician IV	25.28	
30085	Engineering Technician V	31.68	

30086	Engineering Technician VI	37.41
30090	Environmental Technician	25.42
30095	Evidence Control Specialist	25.41
30210	Laboratory Technician	29.99
30221	Latent Fingerprint Technician I	28.13
30222	Latent Fingerprint Technician II	31.08
30240	Mathematical Technician	25.42
30361	Paralegal/Legal Assistant I	17.88
30362	Paralegal/Legal Assistant II	22.16
30363	Paralegal/Legal Assistant III	27.11
30364	Paralegal/Legal Assistant IV	32.79
30375	Petroleum Supply Specialist	31.08
30390	Photo-Optics Technician	25.41
30395	Radiation Control Technician	31.08
30461	Technical Writer I	27.93
30462	Technical Writer II	31.10
30463	Technical Writer III	37.63
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.86
30502	Weather Forecaster II	35.10
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.45
30621	Weather Observer, Senior	(see 2) 25.42

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.89	***
31030	Bus Driver	17.52	
31043	Driver Courier	14.22	***
31260	Parking and Lot Attendant	10.64	***
31290	Shuttle Bus Driver	13.52	***
31310	Taxi Driver	12.25	***
31361	Truckdriver, Light	14.87	***
31362	Truckdriver, Medium	16.89	
31363	Truckdriver, Heavy	20.94	
31364	Truckdriver, Tractor-Trailer	20.94	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.74	***
99050	Desk Clerk	10.82	***
99095	Embalmer	25.60	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	18.05	
99252	Laboratory Animal Caretaker II	18.58	
99260	Marketing Analyst	23.93	
99310	Mortician	25.60	
99410	Pest Controller	20.71	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.38	
99711	Recycling Specialist	21.57	
99730	Refuse Collector	18.36	
99810	Sales Clerk	11.54	***
99820	School Crossing Guard	17.01	
99830	Survey Party Chief	24.69	
99831	Surveying Aide	16.33	
99832	Surveying Technician	22.42	
99840	Vending Machine Attendant	15.60	***
99841	Vending Machine Repairer	17.73	
99842	Vending Machine Repairer Helper	15.60	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5149

States/Territories. : Mississippi

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Lamar

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.68	***
01012	Accounting Clerk II	16.49	
01013	Accounting Clerk III	18.44	
01020	Administrative Assistant	22.00	
01035	Court Reporter	17.17	
01041	Customer Service Representative I	11.64	***
01042	Customer Service Representative II	13.09	***
01043	Customer Service Representative III	14.28	***
01051	Data Entry Operator I	12.03	***
01052	Data Entry Operator II	13.13	***
01060	Dispatcher, Motor Vehicle	18.66	
01070	Document Preparation Clerk	13.25	***
01090	Duplicating Machine Operator	13.25	***
01111	General Clerk I	12.79	***
01112	General Clerk II	13.95	***
01113	General Clerk III	15.66	***
01120	Housing Referral Assistant	18.55	
01141	Messenger Courier	13.48	***
01191	Order Clerk I	13.33	***
01192	Order Clerk II	15.22	***
01261	Personnel Assistant (Employment) I	16.20	

01262	Personnel Assistant (Employment) II	18.12	
01263	Personnel Assistant (Employment) III	20.20	
01270	Production Control Clerk	22.65	
01290	Rental Clerk	12.00	***
01300	Scheduler, Maintenance	14.88	***
01311	Secretary I	14.88	***
01312	Secretary II	16.64	
01313	Secretary III	18.55	
01320	Service Order Dispatcher	16.68	
01410	Supply Technician	22.00	
01420	Survey Worker	14.37	***
01460	Switchboard Operator/Receptionist	13.18	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	13.25	***
01612	Word Processor II	14.88	***
01613	Word Processor III	16.64	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.75	
05010	Automotive Electrician	17.13	
05040	Automotive Glass Installer	16.21	
05070	Automotive Worker	16.21	
05110	Mobile Equipment Servicer	14.24	***
05130	Motor Equipment Metal Mechanic	18.03	
05160	Motor Equipment Metal Worker	16.21	
05190	Motor Vehicle Mechanic	17.58	
05220	Motor Vehicle Mechanic Helper	13.16	***
05250	Motor Vehicle Upholstery Worker	15.14	***
05280	Motor Vehicle Wrecker	16.21	
05310	Painter, Automotive	17.13	
05340	Radiator Repair Specialist	16.21	
05370	Tire Repairer	13.16	***
05400	Transmission Repair Specialist	18.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.48	***
07041	Cook I	10.49	***
07042	Cook II	12.23	***
07070	Dishwasher	10.54	***
07130	Food Service Worker	9.22	***
07210	Meat Cutter	13.59	***
07260	Waiter/Waitress	9.86	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.20	
09040	Furniture Handler	12.89	***
09080	Furniture Refinisher	21.20	
09090	Furniture Refinisher Helper	15.64	***
09110	Furniture Repairer, Minor	18.37	
09130	Upholsterer	21.20	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.06	***
11060	Elevator Operator	10.74	***
11090	Gardener	17.47	
11122	Housekeeping Aide	10.74	***
11150	Janitor	10.74	***
11210	Laborer, Grounds Maintenance	13.22	***
11240	Maid or Houseman	9.83	***
11260	Pruner	11.74	***
11270	Tractor Operator	16.07	***
11330	Trail Maintenance Worker	13.22	***

11360	Window Cleaner	12.10	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.83	
12011	Breath Alcohol Technician	18.83	
12012	Certified Occupational Therapist Assistant	25.83	
12015	Certified Physical Therapist Assistant	27.86	
12020	Dental Assistant	15.92	***
12025	Dental Hygienist	30.04	
12030	EKG Technician	28.54	
12035	Electroneurodiagnostic Technologist	28.54	
12040	Emergency Medical Technician	18.83	
12071	Licensed Practical Nurse I	16.84	
12072	Licensed Practical Nurse II	18.83	
12073	Licensed Practical Nurse III	20.99	
12100	Medical Assistant	14.56	***
12130	Medical Laboratory Technician	20.98	
12160	Medical Record Clerk	16.89	
12190	Medical Record Technician	18.88	
12195	Medical Transcriptionist	16.84	
12210	Nuclear Medicine Technologist	41.38	
12221	Nursing Assistant I	11.26	***
12222	Nursing Assistant II	12.65	***
12223	Nursing Assistant III	13.81	***
12224	Nursing Assistant IV	15.51	***
12235	Optical Dispenser	18.83	
12236	Optical Technician	16.84	
12250	Pharmacy Technician	14.65	***
12280	Phlebotomist	16.84	
12305	Radiologic Technologist	22.91	
12311	Registered Nurse I	23.15	
12312	Registered Nurse II	28.32	
12313	Registered Nurse II, Specialist	28.32	
12314	Registered Nurse III	34.26	
12315	Registered Nurse III, Anesthetist	34.26	
12316	Registered Nurse IV	41.07	
12317	Scheduler (Drug and Alcohol Testing)	23.32	
12320	Substance Abuse Treatment Counselor	15.87	***

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.24	
13012	Exhibits Specialist II	20.12	
13013	Exhibits Specialist III	24.61	
13041	Illustrator I	16.24	
13042	Illustrator II	20.12	
13043	Illustrator III	24.61	
13047	Librarian	22.28	
13050	Library Aide/Clerk	12.93	***
13054	Library Information Technology Systems Administrator	20.12	
13058	Library Technician	16.12	***
13061	Media Specialist I	14.52	***
13062	Media Specialist II	16.24	
13063	Media Specialist III	18.10	
13071	Photographer I	14.52	***
13072	Photographer II	16.24	
13073	Photographer III	20.12	
13074	Photographer IV	24.61	
13075	Photographer V	29.78	
13090	Technical Order Library Clerk	16.24	
13110	Video Teleconference Technician	15.48	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.24	
14042	Computer Operator II	20.41	
14043	Computer Operator III	23.25	
14044	Computer Operator IV	29.06	

14045	Computer Operator V		29.92
14071	Computer Programmer I	(see 1)	20.08
14072	Computer Programmer II	(see 1)	24.87
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.24
14160	Personal Computer Support Technician		29.06
14170	System Support Specialist		25.70

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.96	
15020	Aircrew Training Devices Instructor (Rated)		36.24	
15030	Air Crew Training Devices Instructor (Pilot)		43.45	
15050	Computer Based Training Specialist / Instructor		29.96	
15060	Educational Technologist		27.89	
15070	Flight Instructor (Pilot)		43.45	
15080	Graphic Artist		22.34	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.45	
15086	Maintenance Test Pilot, Rotary Wing		43.45	
15088	Non-Maintenance Test/Co-Pilot		43.45	
15090	Technical Instructor		19.44	
15095	Technical Instructor/Course Developer		23.57	
15110	Test Proctor		15.32	***
15120	Tutor		15.32	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.20	
19040	Tool And Die Maker		26.39	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.54	
21030	Material Coordinator		22.65	
21040	Material Expediter		22.65	
21050	Material Handling Laborer		13.13	***
21071	Order Filler		13.33	***
21080	Production Line Worker (Food Processing)		16.54	
21110	Shipping Packer		15.40	***
21130	Shipping/Receiving Clerk		15.40	***
21140	Store Worker I		12.29	***
21150	Stock Clerk		17.20	
21210	Tools And Parts Attendant		16.54	
21410	Warehouse Specialist		16.54	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.81	
23019	Aircraft Logs and Records Technician		18.37	

23021	Aircraft Mechanic I	22.54	
23022	Aircraft Mechanic II	23.81	
23023	Aircraft Mechanic III	25.10	
23040	Aircraft Mechanic Helper	15.64	***
23050	Aircraft, Painter	21.20	
23060	Aircraft Servicer	18.37	
23070	Aircraft Survival Flight Equipment Technician	21.20	
23080	Aircraft Worker	19.81	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.81	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.54	
23110	Appliance Mechanic	21.20	
23120	Bicycle Repairer	16.99	
23125	Cable Splicer	36.67	
23130	Carpenter, Maintenance	17.59	
23140	Carpet Layer	19.81	
23160	Electrician, Maintenance	22.67	
23181	Electronics Technician Maintenance I	25.48	
23182	Electronics Technician Maintenance II	27.26	
23183	Electronics Technician Maintenance III	28.99	
23260	Fabric Worker	18.37	
23290	Fire Alarm System Mechanic	22.54	
23310	Fire Extinguisher Repairer	16.99	
23311	Fuel Distribution System Mechanic	22.54	
23312	Fuel Distribution System Operator	16.99	
23370	General Maintenance Worker	15.03	***
23380	Ground Support Equipment Mechanic	22.54	
23381	Ground Support Equipment Servicer	18.37	
23382	Ground Support Equipment Worker	19.81	
23391	Gunsmith I	16.99	
23392	Gunsmith II	19.81	
23393	Gunsmith III	22.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.24	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.38	
23430	Heavy Equipment Mechanic	22.52	
23440	Heavy Equipment Operator	18.49	
23460	Instrument Mechanic	22.54	
23465	Laboratory/Shelter Mechanic	21.20	
23470	Laborer	13.13	***
23510	Locksmith	21.20	
23530	Machinery Maintenance Mechanic	23.63	
23550	Machinist, Maintenance	21.97	
23580	Maintenance Trades Helper	15.94	***
23591	Metrology Technician I	22.54	
23592	Metrology Technician II	23.81	
23593	Metrology Technician III	25.10	
23640	Millwright	22.54	
23710	Office Appliance Repairer	21.20	
23760	Painter, Maintenance	18.15	
23790	Pipefitter, Maintenance	21.86	
23810	Plumber, Maintenance	20.77	
23820	Pneudraulic Systems Mechanic	22.54	
23850	Rigger	22.54	
23870	Scale Mechanic	19.81	
23890	Sheet-Metal Worker, Maintenance	22.54	
23910	Small Engine Mechanic	19.81	
23931	Telecommunications Mechanic I	26.93	
23932	Telecommunications Mechanic II	28.45	
23950	Telephone Lineman	22.54	
23960	Welder, Combination, Maintenance	23.63	
23965	Well Driller	22.54	
23970	Woodcraft Worker	22.54	
23980	Woodworker	16.99	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.24	***
24570	Child Care Attendant	9.17	***
24580	Child Care Center Clerk	11.43	***
24610	Chore Aide	10.62	***

24620	Family Readiness And Support Services Coordinator	14.24	***
24630	Homemaker	14.24	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.51	
25040	Sewage Plant Operator	19.40	
25070	Stationary Engineer	22.51	
25190	Ventilation Equipment Tender	15.61	***
25210	Water Treatment Plant Operator	19.40	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.92	***
27007	Baggage Inspector	9.82	***
27008	Corrections Officer	17.24	
27010	Court Security Officer	17.24	
27030	Detection Dog Handler	12.03	***
27040	Detention Officer	17.24	
27070	Firefighter	16.94	
27101	Guard I	9.82	***
27102	Guard II	12.03	***
27131	Police Officer I	19.23	
27132	Police Officer II	21.37	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.35	***
28042	Carnival Equipment Repairer	13.43	***
28043	Carnival Worker	9.02	***
28210	Gate Attendant/Gate Tender	16.58	
28310	Lifeguard	14.76	***
28350	Park Attendant (Aide)	18.55	
28510	Recreation Aide/Health Facility Attendant	13.53	***
28515	Recreation Specialist	22.97	
28630	Sports Official	14.76	***
28690	Swimming Pool Operator	16.49	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.76	
29020	Hatch Tender	21.76	
29030	Line Handler	21.76	
29041	Stevedore I	20.17	
29042	Stevedore II	23.29	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.22	
30022	Archeological Technician II	19.14	
30023	Archeological Technician III	23.86	
30030	Cartographic Technician	23.86	
30040	Civil Engineering Technician	18.60	
30051	Cryogenic Technician I	25.76	
30052	Cryogenic Technician II	28.46	
30061	Drafter/CAD Operator I	17.22	
30062	Drafter/CAD Operator II	19.14	
30063	Drafter/CAD Operator III	21.92	
30064	Drafter/CAD Operator IV	26.43	
30081	Engineering Technician I	15.34	***
30082	Engineering Technician II	17.22	
30083	Engineering Technician III	19.27	
30084	Engineering Technician IV	23.86	
30085	Engineering Technician V	29.20	

30086	Engineering Technician VI	35.32
30090	Environmental Technician	23.86
30095	Evidence Control Specialist	23.27
30210	Laboratory Technician	21.48
30221	Latent Fingerprint Technician I	25.76
30222	Latent Fingerprint Technician II	28.46
30240	Mathematical Technician	23.86
30361	Paralegal/Legal Assistant I	20.39
30362	Paralegal/Legal Assistant II	25.25
30363	Paralegal/Legal Assistant III	30.90
30364	Paralegal/Legal Assistant IV	37.24
30375	Petroleum Supply Specialist	28.46
30390	Photo-Optics Technician	23.21
30395	Radiation Control Technician	28.46
30461	Technical Writer I	23.86
30462	Technical Writer II	29.20
30463	Technical Writer III	35.32
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.76
30502	Weather Forecaster II	31.34
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.92
30621	Weather Observer, Senior	(see 2) 23.86

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.59	***
31030	Bus Driver	20.53	
31043	Driver Courier	14.27	***
31260	Parking and Lot Attendant	12.37	***
31290	Shuttle Bus Driver	14.10	***
31310	Taxi Driver	10.64	***
31361	Truckdriver, Light	15.51	***
31362	Truckdriver, Medium	16.76	
31363	Truckdriver, Heavy	22.14	
31364	Truckdriver, Tractor-Trailer	22.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.12	***
99050	Desk Clerk	11.70	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.62	***
99252	Laboratory Animal Caretaker II	17.16	
99260	Marketing Analyst	25.81	
99310	Mortician	26.22	
99410	Pest Controller	18.62	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.06	***
99711	Recycling Specialist	18.31	
99730	Refuse Collector	13.37	***
99810	Sales Clerk	11.98	***
99820	School Crossing Guard	13.37	***
99830	Survey Party Chief	19.96	
99831	Surveying Aide	14.52	***
99832	Surveying Technician	18.14	
99840	Vending Machine Attendant	18.95	
99841	Vending Machine Repairer	24.01	
99842	Vending Machine Repairer Helper	18.95	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5151

States/Territories. : Mississippi

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Forrest, Perry

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.68	***
01012	Accounting Clerk II	16.49	
01013	Accounting Clerk III	18.44	
01020	Administrative Assistant	22.00	
01035	Court Reporter	16.64	
01041	Customer Service Representative I	11.64	***
01042	Customer Service Representative II	13.09	***
01043	Customer Service Representative III	14.28	***
01051	Data Entry Operator I	12.03	***
01052	Data Entry Operator II	13.13	***
01060	Dispatcher, Motor Vehicle	18.30	
01070	Document Preparation Clerk	13.25	***
01090	Duplicating Machine Operator	13.25	***
01111	General Clerk I	12.79	***
01112	General Clerk II	13.95	***
01113	General Clerk III	15.66	***
01120	Housing Referral Assistant	18.55	
01141	Messenger Courier	13.48	***
01191	Order Clerk I	13.33	***
01192	Order Clerk II	14.41	***
01261	Personnel Assistant (Employment) I	16.20	

01262	Personnel Assistant (Employment) II	18.12	
01263	Personnel Assistant (Employment) III	20.20	
01270	Production Control Clerk	22.65	
01290	Rental Clerk	11.48	***
01300	Scheduler, Maintenance	14.88	***
01311	Secretary I	14.88	***
01312	Secretary II	16.64	
01313	Secretary III	18.55	
01320	Service Order Dispatcher	16.57	
01410	Supply Technician	22.00	
01420	Survey Worker	14.39	***
01460	Switchboard Operator/Receptionist	13.18	***
01531	Travel Clerk I	13.04	***
01532	Travel Clerk II	13.85	***
01533	Travel Clerk III	14.50	***
01611	Word Processor I	13.25	***
01612	Word Processor II	14.88	***
01613	Word Processor III	16.64	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	20.75	
05010	Automotive Electrician	16.88	
05040	Automotive Glass Installer	15.94	***
05070	Automotive Worker	15.94	***
05110	Mobile Equipment Servicer	14.01	***
05130	Motor Equipment Metal Mechanic	17.84	
05160	Motor Equipment Metal Worker	15.94	***
05190	Motor Vehicle Mechanic	17.84	
05220	Motor Vehicle Mechanic Helper	13.11	***
05250	Motor Vehicle Upholstery Worker	14.96	***
05280	Motor Vehicle Wrecker	15.94	***
05310	Painter, Automotive	16.88	
05340	Radiator Repair Specialist	15.94	***
05370	Tire Repairer	13.16	***
05400	Transmission Repair Specialist	17.84	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.48	***
07041	Cook I	10.49	***
07042	Cook II	12.23	***
07070	Dishwasher	10.54	***
07130	Food Service Worker	9.22	***
07210	Meat Cutter	13.59	***
07260	Waiter/Waitress	9.86	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.20	
09040	Furniture Handler	12.89	***
09080	Furniture Refinisher	21.20	
09090	Furniture Refinisher Helper	15.64	***
09110	Furniture Repairer, Minor	18.37	
09130	Upholsterer	21.20	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.06	***
11060	Elevator Operator	10.74	***
11090	Gardener	17.47	
11122	Housekeeping Aide	10.74	***
11150	Janitor	10.74	***
11210	Laborer, Grounds Maintenance	13.22	***
11240	Maid or Houseman	9.83	***
11260	Pruner	11.74	***
11270	Tractor Operator	16.07	***
11330	Trail Maintenance Worker	13.22	***

11360	Window Cleaner	12.10	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.83	
12011	Breath Alcohol Technician	18.83	
12012	Certified Occupational Therapist Assistant	25.83	
12015	Certified Physical Therapist Assistant	27.86	
12020	Dental Assistant	15.92	***
12025	Dental Hygienist	27.89	
12030	EKG Technician	28.54	
12035	Electroneurodiagnostic Technologist	28.54	
12040	Emergency Medical Technician	18.83	
12071	Licensed Practical Nurse I	16.84	
12072	Licensed Practical Nurse II	18.83	
12073	Licensed Practical Nurse III	20.99	
12100	Medical Assistant	14.56	***
12130	Medical Laboratory Technician	20.98	
12160	Medical Record Clerk	16.36	
12190	Medical Record Technician	18.30	
12195	Medical Transcriptionist	16.84	
12210	Nuclear Medicine Technologist	41.38	
12221	Nursing Assistant I	11.26	***
12222	Nursing Assistant II	12.65	***
12223	Nursing Assistant III	13.81	***
12224	Nursing Assistant IV	15.51	***
12235	Optical Dispenser	18.77	
12236	Optical Technician	16.84	
12250	Pharmacy Technician	14.65	***
12280	Phlebotomist	16.84	
12305	Radiologic Technologist	22.91	
12311	Registered Nurse I	23.15	
12312	Registered Nurse II	28.32	
12313	Registered Nurse II, Specialist	28.32	
12314	Registered Nurse III	34.26	
12315	Registered Nurse III, Anesthetist	34.26	
12316	Registered Nurse IV	41.07	
12317	Scheduler (Drug and Alcohol Testing)	23.32	
12320	Substance Abuse Treatment Counselor	15.87	***

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.28	
13012	Exhibits Specialist II	20.17	
13013	Exhibits Specialist III	24.67	
13041	Illustrator I	16.28	
13042	Illustrator II	20.17	
13043	Illustrator III	24.67	
13047	Librarian	22.33	
13050	Library Aide/Clerk	12.93	***
13054	Library Information Technology Systems Administrator	20.17	
13058	Library Technician	16.28	
13061	Media Specialist I	14.52	***
13062	Media Specialist II	16.28	
13063	Media Specialist III	18.15	
13071	Photographer I	14.52	***
13072	Photographer II	16.24	
13073	Photographer III	20.12	
13074	Photographer IV	24.61	
13075	Photographer V	29.78	
13090	Technical Order Library Clerk	16.24	
13110	Video Teleconference Technician	14.55	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	13.55	***
14042	Computer Operator II	16.36	
14043	Computer Operator III	18.62	
14044	Computer Operator IV	20.69	

14045	Computer Operator V		22.91
14071	Computer Programmer I	(see 1)	19.90
14072	Computer Programmer II	(see 1)	24.65
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		13.55 ***
14160	Personal Computer Support Technician		20.69
14170	System Support Specialist		24.43

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.96	
15020	Aircrew Training Devices Instructor (Rated)		36.24	
15030	Air Crew Training Devices Instructor (Pilot)		43.45	
15050	Computer Based Training Specialist / Instructor		29.96	
15060	Educational Technologist		27.89	
15070	Flight Instructor (Pilot)		43.45	
15080	Graphic Artist		18.13	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.45	
15086	Maintenance Test Pilot, Rotary Wing		43.45	
15088	Non-Maintenance Test/Co-Pilot		43.45	
15090	Technical Instructor		17.76	
15095	Technical Instructor/Course Developer		21.73	
15110	Test Proctor		14.34	***
15120	Tutor		14.34	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.61	***
16030	Counter Attendant		10.61	***
16040	Dry Cleaner		12.29	***
16070	Finisher, Flatwork, Machine		10.61	***
16090	Presser, Hand		10.61	***
16110	Presser, Machine, Drycleaning		10.61	***
16130	Presser, Machine, Shirts		10.61	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.61	***
16190	Sewing Machine Operator		13.01	***
16220	Tailor		13.78	***
16250	Washer, Machine		11.08	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.20	
19040	Tool And Die Maker		26.39	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.54	
21030	Material Coordinator		22.65	
21040	Material Expediter		22.65	
21050	Material Handling Laborer		13.13	***
21071	Order Filler		12.83	***
21080	Production Line Worker (Food Processing)		16.54	
21110	Shipping Packer		15.40	***
21130	Shipping/Receiving Clerk		15.40	***
21140	Store Worker I		12.29	***
21150	Stock Clerk		17.20	
21210	Tools And Parts Attendant		16.54	
21410	Warehouse Specialist		16.54	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.81	
23019	Aircraft Logs and Records Technician		18.37	

23021	Aircraft Mechanic I	22.54	
23022	Aircraft Mechanic II	23.81	
23023	Aircraft Mechanic III	25.10	
23040	Aircraft Mechanic Helper	15.64	***
23050	Aircraft, Painter	21.20	
23060	Aircraft Servicer	18.37	
23070	Aircraft Survival Flight Equipment Technician	21.20	
23080	Aircraft Worker	19.81	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.81	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.54	
23110	Appliance Mechanic	21.20	
23120	Bicycle Repairer	16.99	
23125	Cable Splicer	36.67	
23130	Carpenter, Maintenance	17.59	
23140	Carpet Layer	19.81	
23160	Electrician, Maintenance	21.63	
23181	Electronics Technician Maintenance I	25.64	
23182	Electronics Technician Maintenance II	27.44	
23183	Electronics Technician Maintenance III	29.18	
23260	Fabric Worker	18.37	
23290	Fire Alarm System Mechanic	22.54	
23310	Fire Extinguisher Repairer	16.99	
23311	Fuel Distribution System Mechanic	22.54	
23312	Fuel Distribution System Operator	16.99	
23370	General Maintenance Worker	15.18	***
23380	Ground Support Equipment Mechanic	22.54	
23381	Ground Support Equipment Servicer	18.37	
23382	Ground Support Equipment Worker	19.81	
23391	Gunsmith I	16.99	
23392	Gunsmith II	19.81	
23393	Gunsmith III	22.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.24	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.38	
23430	Heavy Equipment Mechanic	22.52	
23440	Heavy Equipment Operator	18.69	
23460	Instrument Mechanic	22.54	
23465	Laboratory/Shelter Mechanic	21.20	
23470	Laborer	13.13	***
23510	Locksmith	21.20	
23530	Machinery Maintenance Mechanic	23.20	
23550	Machinist, Maintenance	21.97	
23580	Maintenance Trades Helper	16.39	
23591	Metrology Technician I	22.54	
23592	Metrology Technician II	23.81	
23593	Metrology Technician III	25.10	
23640	Millwright	22.54	
23710	Office Appliance Repairer	21.20	
23760	Painter, Maintenance	18.15	
23790	Pipefitter, Maintenance	22.60	
23810	Plumber, Maintenance	21.26	
23820	Pneudraulic Systems Mechanic	22.54	
23850	Rigger	22.54	
23870	Scale Mechanic	19.81	
23890	Sheet-Metal Worker, Maintenance	22.54	
23910	Small Engine Mechanic	19.81	
23931	Telecommunications Mechanic I	26.93	
23932	Telecommunications Mechanic II	28.45	
23950	Telephone Lineman	22.54	
23960	Welder, Combination, Maintenance	24.07	
23965	Well Driller	22.54	
23970	Woodcraft Worker	22.54	
23980	Woodworker	16.99	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.24	***
24570	Child Care Attendant	9.17	***
24580	Child Care Center Clerk	11.43	***
24610	Chore Aide	10.63	***

24620	Family Readiness And Support Services Coordinator	14.24	***
24630	Homemaker	14.24	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.51	
25040	Sewage Plant Operator	19.40	
25070	Stationary Engineer	22.51	
25190	Ventilation Equipment Tender	15.61	***
25210	Water Treatment Plant Operator	19.40	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.92	***
27007	Baggage Inspector	9.82	***
27008	Corrections Officer	17.24	
27010	Court Security Officer	17.24	
27030	Detection Dog Handler	10.99	***
27040	Detention Officer	17.24	
27070	Firefighter	14.99	***
27101	Guard I	9.82	***
27102	Guard II	10.99	***
27131	Police Officer I	19.23	
27132	Police Officer II	21.37	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	12.35	***
28042	Carnival Equipment Repairer	13.43	***
28043	Carnival Worker	9.02	***
28210	Gate Attendant/Gate Tender	16.58	
28310	Lifeguard	14.76	***
28350	Park Attendant (Aide)	18.55	
28510	Recreation Aide/Health Facility Attendant	13.53	***
28515	Recreation Specialist	22.18	
28630	Sports Official	14.76	***
28690	Swimming Pool Operator	19.02	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.76	
29020	Hatch Tender	21.76	
29030	Line Handler	21.76	
29041	Stevedore I	20.17	
29042	Stevedore II	23.29	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.79	
30022	Archeological Technician II	18.78	
30023	Archeological Technician III	23.27	
30030	Cartographic Technician	23.47	
30040	Civil Engineering Technician	18.60	
30051	Cryogenic Technician I	25.76	
30052	Cryogenic Technician II	28.46	
30061	Drafter/CAD Operator I	16.79	
30062	Drafter/CAD Operator II	18.78	
30063	Drafter/CAD Operator III	20.94	
30064	Drafter/CAD Operator IV	25.76	
30081	Engineering Technician I	14.96	***
30082	Engineering Technician II	16.79	
30083	Engineering Technician III	18.78	
30084	Engineering Technician IV	23.27	
30085	Engineering Technician V	28.46	

30086	Engineering Technician VI	34.43
30090	Environmental Technician	23.86
30095	Evidence Control Specialist	23.27
30210	Laboratory Technician	20.94
30221	Latent Fingerprint Technician I	25.76
30222	Latent Fingerprint Technician II	28.46
30240	Mathematical Technician	23.27
30361	Paralegal/Legal Assistant I	19.44
30362	Paralegal/Legal Assistant II	24.08
30363	Paralegal/Legal Assistant III	29.45
30364	Paralegal/Legal Assistant IV	35.63
30375	Petroleum Supply Specialist	28.46
30390	Photo-Optics Technician	23.03
30395	Radiation Control Technician	28.46
30461	Technical Writer I	23.27
30462	Technical Writer II	28.46
30463	Technical Writer III	34.43
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.76
30502	Weather Forecaster II	31.34
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.94
30621	Weather Observer, Senior	(see 2) 23.86

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.93	***
31030	Bus Driver	20.53	
31043	Driver Courier	15.38	***
31260	Parking and Lot Attendant	12.37	***
31290	Shuttle Bus Driver	15.20	***
31310	Taxi Driver	11.48	***
31361	Truckdriver, Light	16.72	
31362	Truckdriver, Medium	17.57	
31363	Truckdriver, Heavy	22.14	
31364	Truckdriver, Tractor-Trailer	22.14	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.12	***
99050	Desk Clerk	11.70	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.19	***
99252	Laboratory Animal Caretaker II	16.52	
99260	Marketing Analyst	25.81	
99310	Mortician	26.22	
99410	Pest Controller	17.96	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.06	***
99711	Recycling Specialist	18.31	
99730	Refuse Collector	13.37	***
99810	Sales Clerk	12.08	***
99820	School Crossing Guard	13.37	***
99830	Survey Party Chief	19.95	
99831	Surveying Aide	12.97	***
99832	Surveying Technician	18.13	
99840	Vending Machine Attendant	18.95	
99841	Vending Machine Repairer	24.01	
99842	Vending Machine Repairer Helper	18.95	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5153

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Copiah, Hinds, Madison, Rankin, Simpson, Yazoo

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.18	***
01012	Accounting Clerk II	17.05	
01013	Accounting Clerk III	19.07	
01020	Administrative Assistant	19.90	
01035	Court Reporter	18.82	
01041	Customer Service Representative I	13.25	***
01042	Customer Service Representative II	14.46	***
01043	Customer Service Representative III	16.23	
01051	Data Entry Operator I	13.73	***
01052	Data Entry Operator II	14.98	***
01060	Dispatcher, Motor Vehicle	20.82	
01070	Document Preparation Clerk	14.41	***
01090	Duplicating Machine Operator	14.41	***
01111	General Clerk I	13.55	***
01112	General Clerk II	14.78	***
01113	General Clerk III	16.59	
01120	Housing Referral Assistant	20.34	
01141	Messenger Courier	13.68	***
01191	Order Clerk I	13.34	***
01192	Order Clerk II	14.55	***
01261	Personnel Assistant (Employment) I	16.89	

01262	Personnel Assistant (Employment) II	18.90	
01263	Personnel Assistant (Employment) III	21.07	
01270	Production Control Clerk	22.82	
01290	Rental Clerk	13.40	***
01300	Scheduler, Maintenance	16.32	
01311	Secretary I	16.32	
01312	Secretary II	18.25	
01313	Secretary III	20.34	
01320	Service Order Dispatcher	18.62	
01410	Supply Technician	19.90	
01420	Survey Worker	15.93	***
01460	Switchboard Operator/Receptionist	15.34	***
01531	Travel Clerk I	16.73	
01532	Travel Clerk II	17.66	
01533	Travel Clerk III	18.54	
01611	Word Processor I	14.53	***
01612	Word Processor II	16.32	
01613	Word Processor III	18.25	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.64	
05010	Automotive Electrician	18.26	
05040	Automotive Glass Installer	17.15	
05070	Automotive Worker	17.15	
05110	Mobile Equipment Servicer	14.60	***
05130	Motor Equipment Metal Mechanic	19.48	
05160	Motor Equipment Metal Worker	17.15	
05190	Motor Vehicle Mechanic	19.48	
05220	Motor Vehicle Mechanic Helper	13.28	***
05250	Motor Vehicle Upholstery Worker	15.88	***
05280	Motor Vehicle Wrecker	17.15	
05310	Painter, Automotive	18.26	
05340	Radiator Repair Specialist	17.15	
05370	Tire Repairer	13.80	***
05400	Transmission Repair Specialist	19.48	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.27	***
07041	Cook I	10.65	***
07042	Cook II	12.51	***
07070	Dishwasher	10.11	***
07130	Food Service Worker	9.43	***
07210	Meat Cutter	14.25	***
07260	Waiter/Waitress	9.24	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.45	
09040	Furniture Handler	11.01	***
09080	Furniture Refinisher	18.84	
09090	Furniture Refinisher Helper	13.70	***
09110	Furniture Repairer, Minor	16.38	
09130	Upholsterer	18.35	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.62	***
11060	Elevator Operator	11.62	***
11090	Gardener	18.85	
11122	Housekeeping Aide	11.16	***
11150	Janitor	11.16	***
11210	Laborer, Grounds Maintenance	13.79	***
11240	Maid or Houseman	10.30	***
11260	Pruner	12.14	***
11270	Tractor Operator	17.15	
11330	Trail Maintenance Worker	13.79	***

11360	Window Cleaner	12.68	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.59	
12011	Breath Alcohol Technician	20.00	
12012	Certified Occupational Therapist Assistant	30.00	
12015	Certified Physical Therapist Assistant	24.06	
12020	Dental Assistant	17.74	
12025	Dental Hygienist	31.00	
12030	EKG Technician	25.44	
12035	Electroneurodiagnostic Technologist	25.44	
12040	Emergency Medical Technician	18.59	
12071	Licensed Practical Nurse I	17.88	
12072	Licensed Practical Nurse II	20.00	
12073	Licensed Practical Nurse III	22.30	
12100	Medical Assistant	14.94	***
12130	Medical Laboratory Technician	23.94	
12160	Medical Record Clerk	16.08	***
12190	Medical Record Technician	17.99	
12195	Medical Transcriptionist	17.56	
12210	Nuclear Medicine Technologist	36.16	
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	15.92	***
12236	Optical Technician	17.88	
12250	Pharmacy Technician	16.03	***
12280	Phlebotomist	15.30	***
12305	Radiologic Technologist	26.59	
12311	Registered Nurse I	24.99	
12312	Registered Nurse II	30.58	
12313	Registered Nurse II, Specialist	30.58	
12314	Registered Nurse III	37.00	
12315	Registered Nurse III, Anesthetist	37.00	
12316	Registered Nurse IV	44.34	
12317	Scheduler (Drug and Alcohol Testing)	24.79	
12320	Substance Abuse Treatment Counselor	22.41	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.41	
13012	Exhibits Specialist II	20.34	
13013	Exhibits Specialist III	24.88	
13041	Illustrator I	16.41	
13042	Illustrator II	20.34	
13043	Illustrator III	24.88	
13047	Librarian	22.52	
13050	Library Aide/Clerk	11.34	***
13054	Library Information Technology Systems Administrator	20.34	
13058	Library Technician	13.82	***
13061	Media Specialist I	14.67	***
13062	Media Specialist II	16.41	
13063	Media Specialist III	18.30	
13071	Photographer I	17.20	
13072	Photographer II	19.24	
13073	Photographer III	23.83	
13074	Photographer IV	29.15	
13075	Photographer V	35.27	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.41	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.45	
14042	Computer Operator II	20.64	
14043	Computer Operator III	23.01	
14044	Computer Operator IV	27.01	

14045	Computer Operator V		28.32
14071	Computer Programmer I	(see 1)	20.23
14072	Computer Programmer II	(see 1)	25.06
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.45
14160	Personal Computer Support Technician		27.01
14170	System Support Specialist		28.32

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.97	
15020	Aircrew Training Devices Instructor (Rated)	36.25	
15030	Air Crew Training Devices Instructor (Pilot)	43.46	
15050	Computer Based Training Specialist / Instructor	29.97	
15060	Educational Technologist	26.26	
15070	Flight Instructor (Pilot)	43.46	
15080	Graphic Artist	21.19	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.46	
15086	Maintenance Test Pilot, Rotary Wing	43.46	
15088	Non-Maintenance Test/Co-Pilot	43.46	
15090	Technical Instructor	21.43	
15095	Technical Instructor/Course Developer	26.21	
15110	Test Proctor	17.30	
15120	Tutor	17.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.44	***
16030	Counter Attendant	9.44	***
16040	Dry Cleaner	11.01	***
16070	Finisher, Flatwork, Machine	9.44	***
16090	Presser, Hand	9.44	***
16110	Presser, Machine, Drycleaning	9.44	***
16130	Presser, Machine, Shirts	9.44	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.44	***
16190	Sewing Machine Operator	11.57	***
16220	Tailor	12.09	***
16250	Washer, Machine	9.95	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	24.08	
19040	Tool And Die Maker	29.63	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	15.84	***
21030	Material Coordinator	22.82	
21040	Material Expediter	22.82	
21050	Material Handling Laborer	13.94	***
21071	Order Filler	13.50	***
21080	Production Line Worker (Food Processing)	15.84	***
21110	Shipping Packer	16.92	
21130	Shipping/Receiving Clerk	16.92	
21140	Store Worker I	10.93	***
21150	Stock Clerk	16.16	***
21210	Tools And Parts Attendant	15.84	***
21410	Warehouse Specialist	15.84	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.56	
23019	Aircraft Logs and Records Technician	24.40	

23021	Aircraft Mechanic I	29.92	
23022	Aircraft Mechanic II	31.56	
23023	Aircraft Mechanic III	33.06	
23040	Aircraft Mechanic Helper	20.39	
23050	Aircraft, Painter	28.05	
23060	Aircraft Servicer	24.40	
23070	Aircraft Survival Flight Equipment Technician	28.05	
23080	Aircraft Worker	26.35	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.35	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.92	
23110	Appliance Mechanic	21.79	
23120	Bicycle Repairer	17.41	
23125	Cable Splicer	36.78	
23130	Carpenter, Maintenance	18.09	
23140	Carpet Layer	19.40	
23160	Electrician, Maintenance	22.88	
23181	Electronics Technician Maintenance I	26.45	
23182	Electronics Technician Maintenance II	28.16	
23183	Electronics Technician Maintenance III	30.04	
23260	Fabric Worker	18.95	
23290	Fire Alarm System Mechanic	24.23	
23310	Fire Extinguisher Repairer	17.41	
23311	Fuel Distribution System Mechanic	20.56	
23312	Fuel Distribution System Operator	15.40	***
23370	General Maintenance Worker	17.05	
23380	Ground Support Equipment Mechanic	29.92	
23381	Ground Support Equipment Servicer	24.40	
23382	Ground Support Equipment Worker	26.35	
23391	Gunsmith I	17.41	
23392	Gunsmith II	20.46	
23393	Gunsmith III	23.24	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.58	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.82	
23430	Heavy Equipment Mechanic	23.23	
23440	Heavy Equipment Operator	18.85	
23460	Instrument Mechanic	24.72	
23465	Laboratory/Shelter Mechanic	21.79	
23470	Laborer	13.94	***
23510	Locksmith	21.79	
23530	Machinery Maintenance Mechanic	29.07	
23550	Machinist, Maintenance	21.39	
23580	Maintenance Trades Helper	14.34	***
23591	Metrology Technician I	24.72	
23592	Metrology Technician II	26.08	
23593	Metrology Technician III	27.31	
23640	Millwright	21.66	
23710	Office Appliance Repairer	19.85	
23760	Painter, Maintenance	17.79	
23790	Pipefitter, Maintenance	22.49	
23810	Plumber, Maintenance	21.08	
23820	Pneudraulic Systems Mechanic	23.24	
23850	Rigger	23.24	
23870	Scale Mechanic	20.46	
23890	Sheet-Metal Worker, Maintenance	20.88	
23910	Small Engine Mechanic	20.20	
23931	Telecommunications Mechanic I	27.50	
23932	Telecommunications Mechanic II	29.00	
23950	Telephone Lineman	22.94	
23960	Welder, Combination, Maintenance	20.02	
23965	Well Driller	23.24	
23970	Woodcraft Worker	23.24	
23980	Woodworker	17.41	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.99	***
24570	Child Care Attendant	9.07	***
24580	Child Care Center Clerk	11.30	***
24610	Chore Aide	11.49	***

24620	Family Readiness And Support Services Coordinator	13.99	***
24630	Homemaker	13.99	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.94	
25040	Sewage Plant Operator	18.61	
25070	Stationary Engineer	22.94	
25190	Ventilation Equipment Tender	15.64	***
25210	Water Treatment Plant Operator	18.61	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	14.27	***
27007	Baggage Inspector	11.65	***
27008	Corrections Officer	18.09	
27010	Court Security Officer	17.28	
27030	Detection Dog Handler	13.23	***
27040	Detention Officer	18.09	
27070	Firefighter	16.94	
27101	Guard I	11.65	***
27102	Guard II	13.23	***
27131	Police Officer I	18.17	
27132	Police Officer II	20.20	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.46	***
28042	Carnival Equipment Repairer	14.55	***
28043	Carnival Worker	9.92	***
28210	Gate Attendant/Gate Tender	16.51	
28310	Lifeguard	12.11	***
28350	Park Attendant (Aide)	18.48	
28510	Recreation Aide/Health Facility Attendant	13.48	***
28515	Recreation Specialist	22.88	
28630	Sports Official	14.71	***
28690	Swimming Pool Operator	18.14	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.70	
29020	Hatch Tender	24.70	
29030	Line Handler	24.70	
29041	Stevedore I	22.84	
29042	Stevedore II	26.25	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.14	
30022	Archeological Technician II	20.30	
30023	Archeological Technician III	25.15	
30030	Cartographic Technician	25.15	
30040	Civil Engineering Technician	18.75	
30051	Cryogenic Technician I	27.85	
30052	Cryogenic Technician II	30.77	
30061	Drafter/CAD Operator I	18.14	
30062	Drafter/CAD Operator II	20.30	
30063	Drafter/CAD Operator III	22.63	
30064	Drafter/CAD Operator IV	27.85	
30081	Engineering Technician I	15.26	***
30082	Engineering Technician II	17.14	
30083	Engineering Technician III	19.17	
30084	Engineering Technician IV	23.74	
30085	Engineering Technician V	29.05	

30086	Engineering Technician VI	35.14
30090	Environmental Technician	25.15
30095	Evidence Control Specialist	25.15
30210	Laboratory Technician	22.57
30221	Latent Fingerprint Technician I	25.10
30222	Latent Fingerprint Technician II	27.72
30240	Mathematical Technician	25.15
30361	Paralegal/Legal Assistant I	19.26
30362	Paralegal/Legal Assistant II	23.86
30363	Paralegal/Legal Assistant III	29.19
30364	Paralegal/Legal Assistant IV	35.32
30375	Petroleum Supply Specialist	30.77
30390	Photo-Optics Technician	25.15
30395	Radiation Control Technician	30.77
30461	Technical Writer I	25.15
30462	Technical Writer II	30.77
30463	Technical Writer III	37.22
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.85
30502	Weather Forecaster II	33.88
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.63
30621	Weather Observer, Senior	(see 2) 25.15

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.16	***
31030	Bus Driver	16.61	
31043	Driver Courier	16.30	
31260	Parking and Lot Attendant	10.34	***
31290	Shuttle Bus Driver	14.80	***
31310	Taxi Driver	11.71	***
31361	Truckdriver, Light	17.91	
31362	Truckdriver, Medium	19.49	
31363	Truckdriver, Heavy	23.96	
31364	Truckdriver, Tractor-Trailer	23.96	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.14	***
99050	Desk Clerk	10.83	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.52	***
99252	Laboratory Animal Caretaker II	12.66	***
99260	Marketing Analyst	24.05	
99310	Mortician	26.22	
99410	Pest Controller	18.20	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.18	
99711	Recycling Specialist	21.36	
99730	Refuse Collector	15.13	***
99810	Sales Clerk	11.98	***
99820	School Crossing Guard	12.90	***
99830	Survey Party Chief	24.12	
99831	Surveying Aide	17.56	
99832	Surveying Technician	21.93	
99840	Vending Machine Attendant	17.75	
99841	Vending Machine Repairer	22.12	
99842	Vending Machine Repairer Helper	17.75	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5157

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Alcorn, Calhoun, Chickasaw, Choctaw, Clay, Itawamba, Lafayette, Lee, Lowndes, Monroe, Noxubee, Oktibbeha, Pontotoc, Prentiss, Tishomingo, Union, Webster, Winston

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.11	***
01012	Accounting Clerk II	15.84	***
01013	Accounting Clerk III	17.72	
01020	Administrative Assistant	19.94	
01035	Court Reporter	17.32	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.41	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	
01060	Dispatcher, Motor Vehicle	19.71	
01070	Document Preparation Clerk	14.12	***
01090	Duplicating Machine Operator	14.12	***
01111	General Clerk I	13.05	***
01112	General Clerk II	14.24	***
01113	General Clerk III	15.98	***
01120	Housing Referral Assistant	19.31	
01141	Messenger Courier	12.51	***
01191	Order Clerk I	14.74	***

01192	Order Clerk II	16.08	***
01261	Personnel Assistant (Employment) I	15.66	***
01262	Personnel Assistant (Employment) II	17.52	
01263	Personnel Assistant (Employment) III	19.53	
01270	Production Control Clerk	18.78	
01290	Rental Clerk	12.89	***
01300	Scheduler, Maintenance	15.49	***
01311	Secretary I	15.49	***
01312	Secretary II	17.32	
01313	Secretary III	19.31	
01320	Service Order Dispatcher	18.02	
01410	Supply Technician	19.94	
01420	Survey Worker	13.97	***
01460	Switchboard Operator/Receptionist	13.51	***
01531	Travel Clerk I	12.72	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.58	***
01611	Word Processor I	13.79	***
01612	Word Processor II	15.49	***
01613	Word Processor III	17.32	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.08	
05010	Automotive Electrician	16.58	
05040	Automotive Glass Installer	15.60	***
05070	Automotive Worker	15.60	***
05110	Mobile Equipment Servicer	13.61	***
05130	Motor Equipment Metal Mechanic	17.58	
05160	Motor Equipment Metal Worker	15.60	***
05190	Motor Vehicle Mechanic	17.58	
05220	Motor Vehicle Mechanic Helper	12.88	***
05250	Motor Vehicle Upholstery Worker	14.54	***
05280	Motor Vehicle Wrecker	15.60	***
05310	Painter, Automotive	16.58	
05340	Radiator Repair Specialist	15.60	***
05370	Tire Repairer	14.24	***
05400	Transmission Repair Specialist	17.58	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.52	***
07041	Cook I	9.81	***
07042	Cook II	11.36	***
07070	Dishwasher	9.36	***
07130	Food Service Worker	9.71	***
07210	Meat Cutter	16.55	
07260	Waiter/Waitress	9.57	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.83	
09040	Furniture Handler	11.02	***
09080	Furniture Refinisher	17.80	
09090	Furniture Refinisher Helper	13.33	***
09110	Furniture Repairer, Minor	15.61	***
09130	Upholsterer	17.77	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.42	***
11060	Elevator Operator	11.25	***
11090	Gardener	17.42	
11122	Housekeeping Aide	10.95	***
11150	Janitor	10.95	***
11210	Laborer, Grounds Maintenance	13.29	***
11240	Maid or Houseman	10.26	***
11260	Pruner	12.09	***

11270	Tractor Operator	16.06	***
11330	Trail Maintenance Worker	13.29	***
11360	Window Cleaner	12.17	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.77	
12011	Breath Alcohol Technician	18.43	
12012	Certified Occupational Therapist Assistant	29.72	
12015	Certified Physical Therapist Assistant	24.65	
12020	Dental Assistant	15.66	***
12025	Dental Hygienist	28.35	
12030	EKG Technician	20.88	
12035	Electroneurodiagnostic Technologist	20.88	
12040	Emergency Medical Technician	17.77	
12071	Licensed Practical Nurse I	16.48	
12072	Licensed Practical Nurse II	18.43	
12073	Licensed Practical Nurse III	20.54	
12100	Medical Assistant	14.85	***
12130	Medical Laboratory Technician	21.74	
12160	Medical Record Clerk	14.75	***
12190	Medical Record Technician	16.51	
12195	Medical Transcriptionist	16.48	
12210	Nuclear Medicine Technologist	33.74	
12221	Nursing Assistant I	11.16	***
12222	Nursing Assistant II	12.54	***
12223	Nursing Assistant III	13.69	***
12224	Nursing Assistant IV	15.36	***
12235	Optical Dispenser	16.24	
12236	Optical Technician	16.48	
12250	Pharmacy Technician	15.94	***
12280	Phlebotomist	14.44	***
12305	Radiologic Technologist	22.71	
12311	Registered Nurse I	23.71	
12312	Registered Nurse II	29.00	
12313	Registered Nurse II, Specialist	29.00	
12314	Registered Nurse III	35.08	
12315	Registered Nurse III, Anesthetist	35.08	
12316	Registered Nurse IV	42.05	
12317	Scheduler (Drug and Alcohol Testing)	22.83	
12320	Substance Abuse Treatment Counselor	17.78	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.22	
13012	Exhibits Specialist II	21.32	
13013	Exhibits Specialist III	26.09	
13041	Illustrator I	17.22	
13042	Illustrator II	21.32	
13043	Illustrator III	26.09	
13047	Librarian	23.62	
13050	Library Aide/Clerk	10.94	***
13054	Library Information Technology Systems Administrator	21.32	
13058	Library Technician	13.01	***
13061	Media Specialist I	15.39	***
13062	Media Specialist II	17.22	
13063	Media Specialist III	19.19	
13071	Photographer I	17.22	
13072	Photographer II	19.26	
13073	Photographer III	23.86	
13074	Photographer IV	29.19	
13075	Photographer V	35.32	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	17.44	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.87	
14042	Computer Operator II	18.88	

14043	Computer Operator III	21.03
14044	Computer Operator IV	23.38
14045	Computer Operator V	25.89
14071	Computer Programmer I (see 1)	19.86
14072	Computer Programmer II (see 1)	24.61
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	16.87
14160	Personal Computer Support Technician	23.38
14170	System Support Specialist	23.92

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.29	
15020	Aircrew Training Devices Instructor (Rated)	36.64	
15030	Air Crew Training Devices Instructor (Pilot)	43.93	
15050	Computer Based Training Specialist / Instructor	30.29	
15060	Educational Technologist	26.41	
15070	Flight Instructor (Pilot)	43.93	
15080	Graphic Artist	18.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.93	
15086	Maintenance Test Pilot, Rotary Wing	43.93	
15088	Non-Maintenance Test/Co-Pilot	43.93	
15090	Technical Instructor	20.47	
15095	Technical Instructor/Course Developer	25.04	
15110	Test Proctor	16.49	
15120	Tutor	16.49	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.55	***
16030	Counter Attendant	9.55	***
16040	Dry Cleaner	10.97	***
16070	Finisher, Flatwork, Machine	9.55	***
16090	Presser, Hand	9.55	***
16110	Presser, Machine, Drycleaning	9.55	***
16130	Presser, Machine, Shirts	9.55	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.55	***
16190	Sewing Machine Operator	11.45	***
16220	Tailor	11.98	***
16250	Washer, Machine	9.97	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	19.37	
19040	Tool And Die Maker	23.80	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.18	***
21030	Material Coordinator	18.78	
21040	Material Expediter	18.78	
21050	Material Handling Laborer	13.73	***
21071	Order Filler	12.94	***
21080	Production Line Worker (Food Processing)	16.18	***
21110	Shipping Packer	14.41	***
21130	Shipping/Receiving Clerk	14.41	***
21140	Store Worker I	12.07	***
21150	Stock Clerk	16.72	
21210	Tools And Parts Attendant	16.18	***
21410	Warehouse Specialist	16.18	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	29.23	
23019	Aircraft Logs and Records Technician	22.98	
23021	Aircraft Mechanic I	27.73	
23022	Aircraft Mechanic II	29.23	
23023	Aircraft Mechanic III	30.53	
23040	Aircraft Mechanic Helper	20.06	
23050	Aircraft, Painter	26.16	
23060	Aircraft Servicer	22.98	
23070	Aircraft Survival Flight Equipment Technician	26.16	
23080	Aircraft Worker	24.64	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.64	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.73	
23110	Appliance Mechanic	19.97	
23120	Bicycle Repairer	16.23	
23125	Cable Splicer	29.10	
23130	Carpenter, Maintenance	17.76	
23140	Carpet Layer	17.30	
23160	Electrician, Maintenance	22.55	
23181	Electronics Technician Maintenance I	26.05	
23182	Electronics Technician Maintenance II	27.69	
23183	Electronics Technician Maintenance III	29.35	
23260	Fabric Worker	19.33	
23290	Fire Alarm System Mechanic	18.88	
23310	Fire Extinguisher Repairer	16.23	
23311	Fuel Distribution System Mechanic	26.05	
23312	Fuel Distribution System Operator	20.41	
23370	General Maintenance Worker	17.55	
23380	Ground Support Equipment Mechanic	27.73	
23381	Ground Support Equipment Servicer	22.98	
23382	Ground Support Equipment Worker	24.64	
23391	Gunsmith I	16.23	
23392	Gunsmith II	18.79	
23393	Gunsmith III	21.17	
23410	Heating, Ventilation And Air-Conditioning Mechanic	17.93	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.88	
23430	Heavy Equipment Mechanic	22.84	
23440	Heavy Equipment Operator	18.44	
23460	Instrument Mechanic	21.17	
23465	Laboratory/Shelter Mechanic	19.97	
23470	Laborer	13.73	***
23510	Locksmith	19.97	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	20.79	
23580	Maintenance Trades Helper	13.96	***
23591	Metrology Technician I	21.17	
23592	Metrology Technician II	22.30	
23593	Metrology Technician III	23.42	
23640	Millwright	22.77	
23710	Office Appliance Repairer	18.10	
23760	Painter, Maintenance	16.61	
23790	Pipefitter, Maintenance	23.11	
23810	Plumber, Maintenance	21.80	
23820	Pneudraulic Systems Mechanic	21.17	
23850	Rigger	20.62	
23870	Scale Mechanic	18.79	
23890	Sheet-Metal Worker, Maintenance	18.37	
23910	Small Engine Mechanic	18.79	
23931	Telecommunications Mechanic I	27.64	
23932	Telecommunications Mechanic II	29.11	
23950	Telephone Lineman	21.99	
23960	Welder, Combination, Maintenance	18.13	
23965	Well Driller	21.17	
23970	Woodcraft Worker	21.17	
23980	Woodworker	16.23	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.84	***
24570	Child Care Attendant	9.34	***

24580	Child Care Center Clerk	12.91	***
24610	Chore Aide	10.62	***
24620	Family Readiness And Support Services Coordinator	13.84	***
24630	Homemaker	14.95	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.09	
25040	Sewage Plant Operator	20.09	
25070	Stationary Engineer	23.09	
25190	Ventilation Equipment Tender	16.31	
25210	Water Treatment Plant Operator	20.09	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.86	***
27007	Baggage Inspector	11.06	***
27008	Corrections Officer	13.92	***
27010	Court Security Officer	15.34	***
27030	Detection Dog Handler	14.41	***
27040	Detention Officer	13.92	***
27070	Firefighter	15.58	***
27101	Guard I	11.06	***
27102	Guard II	14.41	***
27131	Police Officer I	18.47	
27132	Police Officer II	20.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.67	***
28042	Carnival Equipment Repairer	15.89	***
28043	Carnival Worker	10.98	***
28210	Gate Attendant/Gate Tender	15.40	***
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	17.23	
28510	Recreation Aide/Health Facility Attendant	12.57	***
28515	Recreation Specialist	20.64	
28630	Sports Official	13.72	***
28690	Swimming Pool Operator	18.77	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.06	
29020	Hatch Tender	22.06	
29030	Line Handler	22.06	
29041	Stevedore I	20.56	
29042	Stevedore II	23.44	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.60	
30022	Archeological Technician II	18.57	
30023	Archeological Technician III	23.00	
30030	Cartographic Technician	23.00	
30040	Civil Engineering Technician	18.97	
30051	Cryogenic Technician I	25.48	
30052	Cryogenic Technician II	28.14	
30061	Drafter/CAD Operator I	16.60	
30062	Drafter/CAD Operator II	18.57	
30063	Drafter/CAD Operator III	20.70	
30064	Drafter/CAD Operator IV	25.48	
30081	Engineering Technician I	14.93	***
30082	Engineering Technician II	16.76	
30083	Engineering Technician III	18.75	

30084	Engineering Technician IV	23.22
30085	Engineering Technician V	28.41
30086	Engineering Technician VI	34.37
30090	Environmental Technician	23.24
30095	Evidence Control Specialist	23.00
30210	Laboratory Technician	23.77
30221	Latent Fingerprint Technician I	25.48
30222	Latent Fingerprint Technician II	28.14
30240	Mathematical Technician	23.00
30361	Paralegal/Legal Assistant I	17.90
30362	Paralegal/Legal Assistant II	22.18
30363	Paralegal/Legal Assistant III	27.13
30364	Paralegal/Legal Assistant IV	32.82
30375	Petroleum Supply Specialist	28.14
30390	Photo-Optics Technician	23.00
30395	Radiation Control Technician	28.14
30461	Technical Writer I	23.00
30462	Technical Writer II	28.14
30463	Technical Writer III	34.05
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.48
30502	Weather Forecaster II	30.99
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.70
30621	Weather Observer, Senior	(see 2) 23.00

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	10.74	***
31030	Bus Driver	15.19	***
31043	Driver Courier	15.70	***
31260	Parking and Lot Attendant	11.94	***
31290	Shuttle Bus Driver	15.09	***
31310	Taxi Driver	9.67	***
31361	Truckdriver, Light	17.03	
31362	Truckdriver, Medium	18.37	
31363	Truckdriver, Heavy	22.18	
31364	Truckdriver, Tractor-Trailer	22.18	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.35	***
99050	Desk Clerk	9.68	***
99095	Embalmer	24.65	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.82	***
99252	Laboratory Animal Caretaker II	12.83	***
99260	Marketing Analyst	24.81	
99310	Mortician	24.65	
99410	Pest Controller	19.64	
99510	Photofinishing Worker	15.84	***
99710	Recycling Laborer	16.18	***
99711	Recycling Specialist	19.55	
99730	Refuse Collector	14.56	***
99810	Sales Clerk	10.92	***
99820	School Crossing Guard	13.58	***
99830	Survey Party Chief	25.67	
99831	Surveying Aide	17.29	
99832	Surveying Technician	23.68	
99840	Vending Machine Attendant	17.05	
99841	Vending Machine Repairer	21.43	
99842	Vending Machine Repairer Helper	17.05	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5159

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Tippah

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.11	***
01012	Accounting Clerk II	15.84	***
01013	Accounting Clerk III	17.72	***
01020	Administrative Assistant	22.52	
01035	Court Reporter	17.32	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.41	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	
01060	Dispatcher, Motor Vehicle	20.21	
01070	Document Preparation Clerk	14.51	***
01090	Duplicating Machine Operator	14.51	***
01111	General Clerk I	13.05	***
01112	General Clerk II	14.24	***
01113	General Clerk III	15.98	***
01120	Housing Referral Assistant	20.25	
01141	Messenger Courier	13.07	***
01191	Order Clerk I	14.74	***
01192	Order Clerk II	16.08	***
01261	Personnel Assistant (Employment) I	15.66	***

01262	Personnel Assistant (Employment) II	17.52	
01263	Personnel Assistant (Employment) III	19.71	
01270	Production Control Clerk	20.56	
01290	Rental Clerk	15.13	***
01300	Scheduler, Maintenance	15.74	***
01311	Secretary I	15.74	***
01312	Secretary II	17.61	
01313	Secretary III	19.63	
01320	Service Order Dispatcher	18.06	
01410	Supply Technician	22.52	
01420	Survey Worker	17.19	
01460	Switchboard Operator/Receptionist	13.51	***
01531	Travel Clerk I	12.72	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.58	***
01611	Word Processor I	13.79	***
01612	Word Processor II	15.49	***
01613	Word Processor III	17.32	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.08	
05010	Automotive Electrician	19.23	
05040	Automotive Glass Installer	17.17	
05070	Automotive Worker	17.21	
05110	Mobile Equipment Servicer	15.07	***
05130	Motor Equipment Metal Mechanic	19.23	
05160	Motor Equipment Metal Worker	17.21	
05190	Motor Vehicle Mechanic	19.23	
05220	Motor Vehicle Mechanic Helper	13.97	***
05250	Motor Vehicle Upholstery Worker	17.21	
05280	Motor Vehicle Wrecker	17.21	
05310	Painter, Automotive	18.23	
05340	Radiator Repair Specialist	17.21	
05370	Tire Repairer	14.24	***
05400	Transmission Repair Specialist	18.98	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.90	***
07041	Cook I	9.81	***
07042	Cook II	11.36	***
07070	Dishwasher	9.36	***
07130	Food Service Worker	9.71	***
07210	Meat Cutter	16.55	
07260	Waiter/Waitress	9.57	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.83	
09040	Furniture Handler	11.02	***
09080	Furniture Refinisher	17.80	
09090	Furniture Refinisher Helper	13.33	***
09110	Furniture Repairer, Minor	15.61	***
09130	Upholsterer	17.77	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.42	***
11060	Elevator Operator	11.25	***
11090	Gardener	17.42	
11122	Housekeeping Aide	11.16	***
11150	Janitor	11.16	***
11210	Laborer, Grounds Maintenance	13.29	***
11240	Maid or Houseman	10.26	***
11260	Pruner	11.96	***
11270	Tractor Operator	16.34	
11330	Trail Maintenance Worker	13.29	***

11360	Window Cleaner	12.17	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.65	
12011	Breath Alcohol Technician	18.43	
12012	Certified Occupational Therapist Assistant	29.72	
12015	Certified Physical Therapist Assistant	24.04	
12020	Dental Assistant	15.66	***
12025	Dental Hygienist	28.57	
12030	EKG Technician	20.88	
12035	Electroneurodiagnostic Technologist	20.88	
12040	Emergency Medical Technician	18.65	
12071	Licensed Practical Nurse I	16.48	
12072	Licensed Practical Nurse II	18.43	
12073	Licensed Practical Nurse III	20.54	
12100	Medical Assistant	14.85	***
12130	Medical Laboratory Technician	21.74	
12160	Medical Record Clerk	14.75	***
12190	Medical Record Technician	16.51	
12195	Medical Transcriptionist	16.85	
12210	Nuclear Medicine Technologist	33.88	
12221	Nursing Assistant I	11.16	***
12222	Nursing Assistant II	12.54	***
12223	Nursing Assistant III	13.69	***
12224	Nursing Assistant IV	15.36	***
12235	Optical Dispenser	16.78	
12236	Optical Technician	16.48	
12250	Pharmacy Technician	15.94	***
12280	Phlebotomist	14.44	***
12305	Radiologic Technologist	24.12	
12311	Registered Nurse I	25.41	
12312	Registered Nurse II	30.43	
12313	Registered Nurse II, Specialist	30.43	
12314	Registered Nurse III	36.80	
12315	Registered Nurse III, Anesthetist	36.80	
12316	Registered Nurse IV	44.11	
12317	Scheduler (Drug and Alcohol Testing)	22.83	
12320	Substance Abuse Treatment Counselor	17.78	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.22	
13012	Exhibits Specialist II	21.32	
13013	Exhibits Specialist III	26.09	
13041	Illustrator I	17.22	
13042	Illustrator II	21.32	
13043	Illustrator III	26.09	
13047	Librarian	23.62	
13050	Library Aide/Clerk	11.83	***
13054	Library Information Technology Systems Administrator	21.32	
13058	Library Technician	13.07	***
13061	Media Specialist I	15.39	***
13062	Media Specialist II	17.22	
13063	Media Specialist III	19.19	
13071	Photographer I	17.22	
13072	Photographer II	19.26	
13073	Photographer III	23.86	
13074	Photographer IV	29.19	
13075	Photographer V	35.32	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	18.85	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.67	
14042	Computer Operator II	19.78	
14043	Computer Operator III	22.05	
14044	Computer Operator IV	24.49	

14045	Computer Operator V		27.13
14071	Computer Programmer I	(see 1)	21.66
14072	Computer Programmer II	(see 1)	26.85
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.67
14160	Personal Computer Support Technician		24.49
14170	System Support Specialist		25.61

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.29	
15020	Aircrew Training Devices Instructor (Rated)	36.76	
15030	Air Crew Training Devices Instructor (Pilot)	43.93	
15050	Computer Based Training Specialist / Instructor	30.29	
15060	Educational Technologist	26.05	
15070	Flight Instructor (Pilot)	43.93	
15080	Graphic Artist	23.07	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.93	
15086	Maintenance Test Pilot, Rotary Wing	43.93	
15088	Non-Maintenance Test/Co-Pilot	43.93	
15090	Technical Instructor	21.83	
15095	Technical Instructor/Course Developer	26.71	
15110	Test Proctor	17.62	
15120	Tutor	17.62	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.55	***
16030	Counter Attendant	9.55	***
16040	Dry Cleaner	11.68	***
16070	Finisher, Flatwork, Machine	9.55	***
16090	Presser, Hand	9.55	***
16110	Presser, Machine, Drycleaning	9.55	***
16130	Presser, Machine, Shirts	9.55	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.55	***
16190	Sewing Machine Operator	12.50	***
16220	Tailor	13.31	***
16250	Washer, Machine	10.02	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	19.37	
19040	Tool And Die Maker	23.80	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.18	***
21030	Material Coordinator	20.56	
21040	Material Expediter	20.56	
21050	Material Handling Laborer	13.73	***
21071	Order Filler	12.94	***
21080	Production Line Worker (Food Processing)	16.18	***
21110	Shipping Packer	14.59	***
21130	Shipping/Receiving Clerk	14.59	***
21140	Store Worker I	12.07	***
21150	Stock Clerk	16.72	
21210	Tools And Parts Attendant	16.18	***
21410	Warehouse Specialist	16.18	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	29.23	
23019	Aircraft Logs and Records Technician	21.75	

23021	Aircraft Mechanic I	27.73	
23022	Aircraft Mechanic II	29.23	
23023	Aircraft Mechanic III	30.69	
23040	Aircraft Mechanic Helper	18.89	
23050	Aircraft, Painter	26.16	
23060	Aircraft Servicer	21.75	
23070	Aircraft Survival Flight Equipment Technician	26.16	
23080	Aircraft Worker	23.16	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.16	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.73	
23110	Appliance Mechanic	19.97	
23120	Bicycle Repairer	16.23	
23125	Cable Splicer	29.10	
23130	Carpenter, Maintenance	17.76	
23140	Carpet Layer	18.30	
23160	Electrician, Maintenance	22.55	
23181	Electronics Technician Maintenance I	26.05	
23182	Electronics Technician Maintenance II	27.69	
23183	Electronics Technician Maintenance III	29.35	
23260	Fabric Worker	19.33	
23290	Fire Alarm System Mechanic	20.41	
23310	Fire Extinguisher Repairer	16.23	
23311	Fuel Distribution System Mechanic	26.16	
23312	Fuel Distribution System Operator	20.41	
23370	General Maintenance Worker	17.55	
23380	Ground Support Equipment Mechanic	27.73	
23381	Ground Support Equipment Servicer	21.75	
23382	Ground Support Equipment Worker	23.16	
23391	Gunsmith I	16.23	
23392	Gunsmith II	18.79	
23393	Gunsmith III	21.17	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.18	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.55	
23430	Heavy Equipment Mechanic	22.84	
23440	Heavy Equipment Operator	18.44	
23460	Instrument Mechanic	21.17	
23465	Laboratory/Shelter Mechanic	19.97	
23470	Laborer	13.73	***
23510	Locksmith	19.97	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	20.94	
23580	Maintenance Trades Helper	14.21	***
23591	Metrology Technician I	21.17	
23592	Metrology Technician II	22.30	
23593	Metrology Technician III	23.42	
23640	Millwright	22.77	
23710	Office Appliance Repairer	18.96	
23760	Painter, Maintenance	17.49	
23790	Pipefitter, Maintenance	23.11	
23810	Plumber, Maintenance	21.80	
23820	Pneudraulic Systems Mechanic	21.17	
23850	Rigger	20.62	
23870	Scale Mechanic	18.79	
23890	Sheet-Metal Worker, Maintenance	20.59	
23910	Small Engine Mechanic	18.79	
23931	Telecommunications Mechanic I	26.76	
23932	Telecommunications Mechanic II	28.20	
23950	Telephone Lineman	22.01	
23960	Welder, Combination, Maintenance	18.13	
23965	Well Driller	21.17	
23970	Woodcraft Worker	21.17	
23980	Woodworker	16.23	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.84	***
24570	Child Care Attendant	11.22	***
24580	Child Care Center Clerk	14.11	***
24610	Chore Aide	10.62	***

24620	Family Readiness And Support Services Coordinator	13.84	***
24630	Homemaker	16.62	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.70	
25040	Sewage Plant Operator	20.18	
25070	Stationary Engineer	25.70	
25190	Ventilation Equipment Tender	17.41	
25210	Water Treatment Plant Operator	20.18	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.86	***
27007	Baggage Inspector	11.56	***
27008	Corrections Officer	19.23	
27010	Court Security Officer	18.53	
27030	Detection Dog Handler	13.59	***
27040	Detention Officer	19.23	
27070	Firefighter	16.97	
27101	Guard I	11.28	***
27102	Guard II	13.59	***
27131	Police Officer I	21.51	
27132	Police Officer II	22.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.29	***
28042	Carnival Equipment Repairer	14.40	***
28043	Carnival Worker	9.92	***
28210	Gate Attendant/Gate Tender	15.43	***
28310	Lifeguard	12.06	***
28350	Park Attendant (Aide)	17.27	
28510	Recreation Aide/Health Facility Attendant	12.61	***
28515	Recreation Specialist	19.49	
28630	Sports Official	13.75	***
28690	Swimming Pool Operator	16.68	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.06	
29020	Hatch Tender	22.06	
29030	Line Handler	22.06	
29041	Stevedore I	20.56	
29042	Stevedore II	23.44	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.99	
30022	Archeological Technician II	19.01	
30023	Archeological Technician III	23.55	
30030	Cartographic Technician	23.55	
30040	Civil Engineering Technician	20.36	
30051	Cryogenic Technician I	25.48	
30052	Cryogenic Technician II	28.14	
30061	Drafter/CAD Operator I	16.99	
30062	Drafter/CAD Operator II	19.01	
30063	Drafter/CAD Operator III	21.20	
30064	Drafter/CAD Operator IV	26.08	
30081	Engineering Technician I	17.14	
30082	Engineering Technician II	18.54	
30083	Engineering Technician III	21.52	
30084	Engineering Technician IV	25.66	
30085	Engineering Technician V	30.95	

30086	Engineering Technician VI	37.45
30090	Environmental Technician	23.24
30095	Evidence Control Specialist	23.00
30210	Laboratory Technician	23.77
30221	Latent Fingerprint Technician I	25.48
30222	Latent Fingerprint Technician II	28.14
30240	Mathematical Technician	23.55
30361	Paralegal/Legal Assistant I	18.81
30362	Paralegal/Legal Assistant II	22.31
30363	Paralegal/Legal Assistant III	27.20
30364	Paralegal/Legal Assistant IV	33.01
30375	Petroleum Supply Specialist	28.14
30390	Photo-Optics Technician	23.00
30395	Radiation Control Technician	28.14
30461	Technical Writer I	23.55
30462	Technical Writer II	28.81
30463	Technical Writer III	34.85
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.08
30502	Weather Forecaster II	31.73
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.20
30621	Weather Observer, Senior	(see 2) 23.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.67	***
31030	Bus Driver	16.73	
31043	Driver Courier	15.70	***
31260	Parking and Lot Attendant	11.94	***
31290	Shuttle Bus Driver	15.09	***
31310	Taxi Driver	10.04	***
31361	Truckdriver, Light	17.03	
31362	Truckdriver, Medium	18.37	
31363	Truckdriver, Heavy	22.36	
31364	Truckdriver, Tractor-Trailer	22.36	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.35	***
99050	Desk Clerk	9.68	***
99095	Embalmer	24.65	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.95	***
99252	Laboratory Animal Caretaker II	13.40	***
99260	Marketing Analyst	24.81	
99310	Mortician	24.65	
99410	Pest Controller	19.64	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.51	
99711	Recycling Specialist	19.55	
99730	Refuse Collector	14.86	***
99810	Sales Clerk	11.81	***
99820	School Crossing Guard	13.58	***
99830	Survey Party Chief	26.39	
99831	Surveying Aide	17.30	
99832	Surveying Technician	23.68	
99840	Vending Machine Attendant	17.05	
99841	Vending Machine Repairer	21.43	
99842	Vending Machine Repairer Helper	17.05	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5161

States/Territories. : Mississippi

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Bolivar, Carroll, Coahoma, Grenada, Leflore, Montgomery, Panola, Quitman, Sunflower, Tallahatchie, Washington, Yalobusha

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.13	***
01012	Accounting Clerk II	15.86	***
01013	Accounting Clerk III	17.74	
01020	Administrative Assistant	19.34	
01035	Court Reporter	15.57	***
01041	Customer Service Representative I	13.29	***
01042	Customer Service Representative II	14.69	***
01043	Customer Service Representative III	16.30	
01051	Data Entry Operator I	13.17	***
01052	Data Entry Operator II	14.37	***
01060	Dispatcher, Motor Vehicle	21.94	
01070	Document Preparation Clerk	12.40	***
01090	Duplicating Machine Operator	12.40	***
01111	General Clerk I	13.20	***
01112	General Clerk II	14.40	***
01113	General Clerk III	16.18	***
01120	Housing Referral Assistant	17.36	
01141	Messenger Courier	11.20	***
01191	Order Clerk I	16.06	***
01192	Order Clerk II	17.52	

01261	Personnel Assistant (Employment) I	16.28	
01262	Personnel Assistant (Employment) II	18.21	
01263	Personnel Assistant (Employment) III	20.30	
01270	Production Control Clerk	19.22	
01290	Rental Clerk	12.89	***
01300	Scheduler, Maintenance	13.92	***
01311	Secretary I	13.92	***
01312	Secretary II	15.57	***
01313	Secretary III	17.36	
01320	Service Order Dispatcher	19.62	
01410	Supply Technician	19.34	
01420	Survey Worker	14.20	***
01460	Switchboard Operator/Receptionist	13.28	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.59	***
01533	Travel Clerk III	14.23	***
01611	Word Processor I	12.40	***
01612	Word Processor II	13.92	***
01613	Word Processor III	15.57	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.31	
05010	Automotive Electrician	16.28	
05040	Automotive Glass Installer	15.34	***
05070	Automotive Worker	15.34	***
05110	Mobile Equipment Servicer	13.61	***
05130	Motor Equipment Metal Mechanic	17.27	
05160	Motor Equipment Metal Worker	15.34	***
05190	Motor Vehicle Mechanic	17.27	
05220	Motor Vehicle Mechanic Helper	12.88	***
05250	Motor Vehicle Upholstery Worker	14.29	***
05280	Motor Vehicle Wrecker	15.34	***
05310	Painter, Automotive	16.28	
05340	Radiator Repair Specialist	15.34	***
05370	Tire Repairer	13.77	***
05400	Transmission Repair Specialist	17.27	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.41	***
07041	Cook I	9.35	***
07042	Cook II	10.80	***
07070	Dishwasher	8.95	***
07130	Food Service Worker	9.08	***
07210	Meat Cutter	13.83	***
07260	Waiter/Waitress	9.45	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	14.95	***
09040	Furniture Handler	10.91	***
09080	Furniture Refinisher	14.95	***
09090	Furniture Refinisher Helper	12.27	***
09110	Furniture Repairer, Minor	13.59	***
09130	Upholsterer	14.95	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.34	***
11060	Elevator Operator	12.34	***
11090	Gardener	15.91	***
11122	Housekeeping Aide	10.75	***
11150	Janitor	10.75	***
11210	Laborer, Grounds Maintenance	12.13	***
11240	Maid or Houseman	9.10	***
11260	Pruner	12.09	***
11270	Tractor Operator	14.66	***

11330	Trail Maintenance Worker	12.13	***
11360	Window Cleaner	11.95	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.54	
12011	Breath Alcohol Technician	19.10	
12012	Certified Occupational Therapist Assistant	27.43	
12015	Certified Physical Therapist Assistant	28.07	
12020	Dental Assistant	16.13	***
12025	Dental Hygienist	30.39	
12030	EKG Technician	28.95	
12035	Electroneurodiagnostic Technologist	28.95	
12040	Emergency Medical Technician	16.54	
12071	Licensed Practical Nurse I	17.07	
12072	Licensed Practical Nurse II	19.10	
12073	Licensed Practical Nurse III	21.29	
12100	Medical Assistant	14.13	***
12130	Medical Laboratory Technician	21.89	
12160	Medical Record Clerk	13.94	***
12190	Medical Record Technician	15.60	***
12195	Medical Transcriptionist	17.07	
12210	Nuclear Medicine Technologist	41.98	
12221	Nursing Assistant I	11.10	***
12222	Nursing Assistant II	12.48	***
12223	Nursing Assistant III	13.61	***
12224	Nursing Assistant IV	15.28	***
12235	Optical Dispenser	14.79	***
12236	Optical Technician	17.07	
12250	Pharmacy Technician	16.11	***
12280	Phlebotomist	13.20	***
12305	Radiologic Technologist	22.66	
12311	Registered Nurse I	24.29	
12312	Registered Nurse II	29.71	
12313	Registered Nurse II, Specialist	29.71	
12314	Registered Nurse III	35.95	
12315	Registered Nurse III, Anesthetist	35.95	
12316	Registered Nurse IV	43.08	
12317	Scheduler (Drug and Alcohol Testing)	23.66	
12320	Substance Abuse Treatment Counselor	18.03	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.38	
13012	Exhibits Specialist II	20.29	
13013	Exhibits Specialist III	24.82	
13041	Illustrator I	16.38	
13042	Illustrator II	20.29	
13043	Illustrator III	24.82	
13047	Librarian	22.47	
13050	Library Aide/Clerk	10.76	***
13054	Library Information Technology Systems Administrator	20.29	
13058	Library Technician	12.99	***
13061	Media Specialist I	14.64	***
13062	Media Specialist II	16.38	
13063	Media Specialist III	18.25	
13071	Photographer I	14.64	***
13072	Photographer II	16.38	
13073	Photographer III	20.29	
13074	Photographer IV	24.82	
13075	Photographer V	30.02	
13090	Technical Order Library Clerk	13.51	***
13110	Video Teleconference Technician	15.85	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.17	
14042	Computer Operator II	19.21	
14043	Computer Operator III	21.41	

14044	Computer Operator IV		23.78
14045	Computer Operator V		26.35
14071	Computer Programmer I	(see 1)	19.22
14072	Computer Programmer II	(see 1)	23.80
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.17
14160	Personal Computer Support Technician		23.78
14170	System Support Specialist		24.31

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.70	
15020	Aircrew Training Devices Instructor (Rated)		37.13	
15030	Air Crew Training Devices Instructor (Pilot)		44.52	
15050	Computer Based Training Specialist / Instructor		30.70	
15060	Educational Technologist		28.86	
15070	Flight Instructor (Pilot)		44.52	
15080	Graphic Artist		20.28	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.52	
15086	Maintenance Test Pilot, Rotary Wing		44.52	
15088	Non-Maintenance Test/Co-Pilot		44.52	
15090	Technical Instructor		17.43	
15095	Technical Instructor/Course Developer		21.32	
15110	Test Proctor		14.07	***
15120	Tutor		14.07	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.67	***
16030	Counter Attendant		9.67	***
16040	Dry Cleaner		11.28	***
16070	Finisher, Flatwork, Machine		9.67	***
16090	Presser, Hand		9.67	***
16110	Presser, Machine, Drycleaning		9.67	***
16130	Presser, Machine, Shirts		9.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.67	***
16190	Sewing Machine Operator		11.85	***
16220	Tailor		12.39	***
16250	Washer, Machine		10.20	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		19.86	
19040	Tool And Die Maker		24.40	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.63	
21030	Material Coordinator		19.22	
21040	Material Expediter		19.22	
21050	Material Handling Laborer		12.40	***
21071	Order Filler		11.76	***
21080	Production Line Worker (Food Processing)		16.63	
21110	Shipping Packer		14.43	***
21130	Shipping/Receiving Clerk		14.43	***
21140	Store Worker I		12.07	***
21150	Stock Clerk		16.72	
21210	Tools And Parts Attendant		16.63	
21410	Warehouse Specialist		16.63	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.21	

23019	Aircraft Logs and Records Technician	20.12	
23021	Aircraft Mechanic I	23.19	
23022	Aircraft Mechanic II	24.21	
23023	Aircraft Mechanic III	25.44	
23040	Aircraft Mechanic Helper	17.21	
23050	Aircraft, Painter	21.90	
23060	Aircraft Servicer	20.12	
23070	Aircraft Survival Flight Equipment Technician	21.90	
23080	Aircraft Worker	21.25	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.25	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.19	
23110	Appliance Mechanic	19.55	
23120	Bicycle Repairer	15.89	***
23125	Cable Splicer	30.06	
23130	Carpenter, Maintenance	17.95	
23140	Carpet Layer	18.40	
23160	Electrician, Maintenance	23.25	
23181	Electronics Technician Maintenance I	21.85	
23182	Electronics Technician Maintenance II	22.97	
23183	Electronics Technician Maintenance III	24.04	
23260	Fabric Worker	17.15	
23290	Fire Alarm System Mechanic	20.73	
23310	Fire Extinguisher Repairer	15.89	***
23311	Fuel Distribution System Mechanic	26.05	
23312	Fuel Distribution System Operator	20.25	
23370	General Maintenance Worker	15.02	***
23380	Ground Support Equipment Mechanic	23.19	
23381	Ground Support Equipment Servicer	20.12	
23382	Ground Support Equipment Worker	21.25	
23391	Gunsmith I	15.89	***
23392	Gunsmith II	18.40	
23393	Gunsmith III	20.73	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.63	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.63	
23430	Heavy Equipment Mechanic	22.24	
23440	Heavy Equipment Operator	17.73	
23460	Instrument Mechanic	20.73	
23465	Laboratory/Shelter Mechanic	19.55	
23470	Laborer	12.12	***
23510	Locksmith	19.55	
23530	Machinery Maintenance Mechanic	23.09	
23550	Machinist, Maintenance	20.56	
23580	Maintenance Trades Helper	12.89	***
23591	Metrology Technician I	20.73	
23592	Metrology Technician II	21.84	
23593	Metrology Technician III	22.94	
23640	Millwright	21.54	
23710	Office Appliance Repairer	19.55	
23760	Painter, Maintenance	16.96	
23790	Pipefitter, Maintenance	24.68	
23810	Plumber, Maintenance	23.28	
23820	Pneudraulic Systems Mechanic	20.73	
23850	Rigger	20.73	
23870	Scale Mechanic	18.40	
23890	Sheet-Metal Worker, Maintenance	18.36	
23910	Small Engine Mechanic	18.40	
23931	Telecommunications Mechanic I	31.52	
23932	Telecommunications Mechanic II	33.20	
23950	Telephone Lineman	19.99	
23960	Welder, Combination, Maintenance	18.02	
23965	Well Driller	20.73	
23970	Woodcraft Worker	20.73	
23980	Woodworker	15.89	***

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.01	***
24570	Child Care Attendant	9.15	***
24580	Child Care Center Clerk	12.91	***

24610	Chore Aide	10.48	***
24620	Family Readiness And Support Services Coordinator	14.01	***
24630	Homemaker	14.95	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.76	
25040	Sewage Plant Operator	17.52	
25070	Stationary Engineer	21.76	
25190	Ventilation Equipment Tender	15.37	***
25210	Water Treatment Plant Operator	17.52	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.18	***
27007	Baggage Inspector	11.10	***
27008	Corrections Officer	15.19	***
27010	Court Security Officer	14.62	***
27030	Detection Dog Handler	13.10	***
27040	Detention Officer	15.19	***
27070	Firefighter	13.84	***
27101	Guard I	11.10	***
27102	Guard II	13.10	***
27131	Police Officer I	16.01	***
27132	Police Officer II	17.80	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.16	***
28042	Carnival Equipment Repairer	16.36	
28043	Carnival Worker	11.35	***
28210	Gate Attendant/Gate Tender	15.87	***
28310	Lifeguard	14.12	***
28350	Park Attendant (Aide)	17.74	
28510	Recreation Aide/Health Facility Attendant	12.95	***
28515	Recreation Specialist	21.99	
28630	Sports Official	14.12	***
28690	Swimming Pool Operator	19.03	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.58	
29020	Hatch Tender	21.15	
29030	Line Handler	21.15	
29041	Stevedore I	20.31	
29042	Stevedore II	22.35	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.19	
30022	Archeological Technician II	19.24	
30023	Archeological Technician III	23.83	
30030	Cartographic Technician	23.83	
30040	Civil Engineering Technician	18.16	
30051	Cryogenic Technician I	26.40	
30052	Cryogenic Technician II	29.15	
30061	Drafter/CAD Operator I	17.19	
30062	Drafter/CAD Operator II	19.24	
30063	Drafter/CAD Operator III	21.45	
30064	Drafter/CAD Operator IV	26.39	
30081	Engineering Technician I	15.32	***
30082	Engineering Technician II	17.19	
30083	Engineering Technician III	19.24	
30084	Engineering Technician IV	23.83	

30085	Engineering Technician V	29.15
30086	Engineering Technician VI	35.27
30090	Environmental Technician	23.83
30095	Evidence Control Specialist	23.84
30210	Laboratory Technician	21.45
30221	Latent Fingerprint Technician I	26.40
30222	Latent Fingerprint Technician II	29.15
30240	Mathematical Technician	23.83
30361	Paralegal/Legal Assistant I	17.97
30362	Paralegal/Legal Assistant II	22.26
30363	Paralegal/Legal Assistant III	27.24
30364	Paralegal/Legal Assistant IV	32.95
30375	Petroleum Supply Specialist	29.15
30390	Photo-Optics Technician	23.83
30395	Radiation Control Technician	29.15
30461	Technical Writer I	23.83
30462	Technical Writer II	29.15
30463	Technical Writer III	35.27
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.40
30502	Weather Forecaster II	32.11
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.45
30621	Weather Observer, Senior	(see 2) 23.83

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.31	***
31030	Bus Driver	18.86	
31043	Driver Courier	16.11	***
31260	Parking and Lot Attendant	11.98	***
31290	Shuttle Bus Driver	15.58	***
31310	Taxi Driver	9.98	***
31361	Truckdriver, Light	17.48	
31362	Truckdriver, Medium	18.86	
31363	Truckdriver, Heavy	20.24	
31364	Truckdriver, Tractor-Trailer	20.24	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.46	***
99050	Desk Clerk	10.29	***
99095	Embalmer	25.35	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	18.05	
99252	Laboratory Animal Caretaker II	19.58	
99260	Marketing Analyst	24.17	
99310	Mortician	25.35	
99410	Pest Controller	16.98	
99510	Photofinishing Worker	15.84	***
99710	Recycling Laborer	15.17	***
99711	Recycling Specialist	18.34	
99730	Refuse Collector	13.65	***
99810	Sales Clerk	11.04	***
99820	School Crossing Guard	10.61	***
99830	Survey Party Chief	25.28	
99831	Surveying Aide	17.03	
99832	Surveying Technician	23.32	
99840	Vending Machine Attendant	18.26	
99841	Vending Machine Repairer	22.94	
99842	Vending Machine Repairer Helper	18.26	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5163

States/Territories. : Mississippi

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Holmes, Humphreys, Issaquena, Sharkey

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.13	***
01012	Accounting Clerk II	15.86	***
01013	Accounting Clerk III	17.74	
01020	Administrative Assistant	21.51	
01035	Court Reporter	17.17	
01041	Customer Service Representative I	13.29	***
01042	Customer Service Representative II	14.69	***
01043	Customer Service Representative III	16.30	
01051	Data Entry Operator I	13.27	***
01052	Data Entry Operator II	14.48	***
01060	Dispatcher, Motor Vehicle	21.94	
01070	Document Preparation Clerk	12.40	***
01090	Duplicating Machine Operator	12.40	***
01111	General Clerk I	13.20	***
01112	General Clerk II	14.40	***
01113	General Clerk III	16.18	***
01120	Housing Referral Assistant	17.36	
01141	Messenger Courier	11.32	***
01191	Order Clerk I	16.06	***
01192	Order Clerk II	17.52	
01261	Personnel Assistant (Employment) I	16.28	

01262	Personnel Assistant (Employment) II	18.21	
01263	Personnel Assistant (Employment) III	20.30	
01270	Production Control Clerk	19.50	
01290	Rental Clerk	13.20	***
01300	Scheduler, Maintenance	13.92	***
01311	Secretary I	13.92	***
01312	Secretary II	15.57	***
01313	Secretary III	17.36	
01320	Service Order Dispatcher	19.62	
01410	Supply Technician	21.51	
01420	Survey Worker	14.20	***
01460	Switchboard Operator/Receptionist	13.28	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.59	***
01533	Travel Clerk III	14.23	***
01611	Word Processor I	12.40	***
01612	Word Processor II	13.92	***
01613	Word Processor III	15.57	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.56	
05010	Automotive Electrician	17.13	
05040	Automotive Glass Installer	16.21	
05070	Automotive Worker	16.21	
05110	Mobile Equipment Servicer	14.24	***
05130	Motor Equipment Metal Mechanic	18.03	
05160	Motor Equipment Metal Worker	16.21	
05190	Motor Vehicle Mechanic	17.35	
05220	Motor Vehicle Mechanic Helper	13.16	***
05250	Motor Vehicle Upholstery Worker	15.14	***
05280	Motor Vehicle Wrecker	16.21	
05310	Painter, Automotive	17.13	
05340	Radiator Repair Specialist	16.21	
05370	Tire Repairer	14.14	***
05400	Transmission Repair Specialist	18.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.13	***
07041	Cook I	9.33	***
07042	Cook II	10.80	***
07070	Dishwasher	8.95	***
07130	Food Service Worker	9.08	***
07210	Meat Cutter	13.83	***
07260	Waiter/Waitress	9.45	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	16.01	***
09040	Furniture Handler	9.68	***
09080	Furniture Refinisher	16.01	***
09090	Furniture Refinisher Helper	11.79	***
09110	Furniture Repairer, Minor	13.92	***
09130	Upholsterer	16.01	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.34	***
11060	Elevator Operator	12.34	***
11090	Gardener	16.45	
11122	Housekeeping Aide	10.75	***
11150	Janitor	10.75	***
11210	Laborer, Grounds Maintenance	12.13	***
11240	Maid or Houseman	9.10	***
11260	Pruner	10.92	***
11270	Tractor Operator	14.88	***
11330	Trail Maintenance Worker	12.13	***

11360	Window Cleaner	11.95	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.21	
12011	Breath Alcohol Technician	19.10	
12012	Certified Occupational Therapist Assistant	27.43	
12015	Certified Physical Therapist Assistant	28.07	
12020	Dental Assistant	16.42	
12025	Dental Hygienist	32.53	
12030	EKG Technician	28.95	
12035	Electroneurodiagnostic Technologist	28.95	
12040	Emergency Medical Technician	16.21	
12071	Licensed Practical Nurse I	17.07	
12072	Licensed Practical Nurse II	19.10	
12073	Licensed Practical Nurse III	21.29	
12100	Medical Assistant	14.13	***
12130	Medical Laboratory Technician	21.89	
12160	Medical Record Clerk	13.94	***
12190	Medical Record Technician	15.60	***
12195	Medical Transcriptionist	17.07	
12210	Nuclear Medicine Technologist	41.98	
12221	Nursing Assistant I	11.10	***
12222	Nursing Assistant II	12.48	***
12223	Nursing Assistant III	13.61	***
12224	Nursing Assistant IV	15.28	***
12235	Optical Dispenser	16.26	
12236	Optical Technician	17.07	
12250	Pharmacy Technician	16.11	***
12280	Phlebotomist	13.84	***
12305	Radiologic Technologist	22.66	
12311	Registered Nurse I	24.29	
12312	Registered Nurse II	29.71	
12313	Registered Nurse II, Specialist	29.71	
12314	Registered Nurse III	35.95	
12315	Registered Nurse III, Anesthetist	35.95	
12316	Registered Nurse IV	43.08	
12317	Scheduler (Drug and Alcohol Testing)	23.66	
12320	Substance Abuse Treatment Counselor	18.03	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.38	
13012	Exhibits Specialist II	20.29	
13013	Exhibits Specialist III	24.82	
13041	Illustrator I	16.38	
13042	Illustrator II	20.29	
13043	Illustrator III	24.82	
13047	Librarian	22.47	
13050	Library Aide/Clerk	10.76	***
13054	Library Information Technology Systems Administrator	20.29	
13058	Library Technician	12.99	***
13061	Media Specialist I	14.64	***
13062	Media Specialist II	16.38	
13063	Media Specialist III	18.25	
13071	Photographer I	14.64	***
13072	Photographer II	16.38	
13073	Photographer III	20.29	
13074	Photographer IV	24.82	
13075	Photographer V	30.02	
13090	Technical Order Library Clerk	13.51	***
13110	Video Teleconference Technician	15.48	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.24	
14042	Computer Operator II	20.41	
14043	Computer Operator III	23.25	
14044	Computer Operator IV	27.01	

14045	Computer Operator V		29.79
14071	Computer Programmer I	(see 1)	20.08
14072	Computer Programmer II	(see 1)	24.87
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.24
14160	Personal Computer Support Technician		27.01
14170	System Support Specialist		24.31

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.70	
15020	Aircrew Training Devices Instructor (Rated)	37.13	
15030	Air Crew Training Devices Instructor (Pilot)	44.52	
15050	Computer Based Training Specialist / Instructor	30.70	
15060	Educational Technologist	28.86	
15070	Flight Instructor (Pilot)	44.52	
15080	Graphic Artist	22.34	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.52	
15086	Maintenance Test Pilot, Rotary Wing	44.52	
15088	Non-Maintenance Test/Co-Pilot	44.52	
15090	Technical Instructor	19.44	
15095	Technical Instructor/Course Developer	23.57	
15110	Test Proctor	15.32	***
15120	Tutor	15.32	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.67	***
16030	Counter Attendant	9.67	***
16040	Dry Cleaner	11.28	***
16070	Finisher, Flatwork, Machine	9.67	***
16090	Presser, Hand	9.67	***
16110	Presser, Machine, Drycleaning	9.67	***
16130	Presser, Machine, Shirts	9.67	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.67	***
16190	Sewing Machine Operator	11.85	***
16220	Tailor	12.39	***
16250	Washer, Machine	10.20	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	20.39	
19040	Tool And Die Maker	24.71	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.63	
21030	Material Coordinator	19.50	
21040	Material Expediter	19.50	
21050	Material Handling Laborer	13.07	***
21071	Order Filler	11.82	***
21080	Production Line Worker (Food Processing)	16.63	
21110	Shipping Packer	14.43	***
21130	Shipping/Receiving Clerk	14.43	***
21140	Store Worker I	12.07	***
21150	Stock Clerk	16.72	
21210	Tools And Parts Attendant	16.63	
21410	Warehouse Specialist	16.63	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	24.21	
23019	Aircraft Logs and Records Technician	19.01	

23021	Aircraft Mechanic I	22.99	
23022	Aircraft Mechanic II	24.21	
23023	Aircraft Mechanic III	25.44	
23040	Aircraft Mechanic Helper	16.24	
23050	Aircraft, Painter	21.68	
23060	Aircraft Servicer	19.01	
23070	Aircraft Survival Flight Equipment Technician	21.68	
23080	Aircraft Worker	20.40	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.40	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.99	
23110	Appliance Mechanic	19.55	
23120	Bicycle Repairer	15.89	***
23125	Cable Splicer	30.06	
23130	Carpenter, Maintenance	17.95	
23140	Carpet Layer	18.40	
23160	Electrician, Maintenance	23.25	
23181	Electronics Technician Maintenance I	21.25	
23182	Electronics Technician Maintenance II	22.58	
23183	Electronics Technician Maintenance III	23.94	
23260	Fabric Worker	17.15	
23290	Fire Alarm System Mechanic	20.73	
23310	Fire Extinguisher Repairer	15.89	***
23311	Fuel Distribution System Mechanic	23.61	
23312	Fuel Distribution System Operator	18.62	
23370	General Maintenance Worker	14.93	***
23380	Ground Support Equipment Mechanic	22.99	
23381	Ground Support Equipment Servicer	19.01	
23382	Ground Support Equipment Worker	20.40	
23391	Gunsmith I	15.89	***
23392	Gunsmith II	18.40	
23393	Gunsmith III	20.73	
23410	Heating, Ventilation And Air-Conditioning Mechanic	18.63	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.63	
23430	Heavy Equipment Mechanic	22.24	
23440	Heavy Equipment Operator	17.73	
23460	Instrument Mechanic	20.73	
23465	Laboratory/Shelter Mechanic	19.55	
23470	Laborer	12.41	***
23510	Locksmith	19.55	
23530	Machinery Maintenance Mechanic	23.09	
23550	Machinist, Maintenance	20.56	
23580	Maintenance Trades Helper	12.89	***
23591	Metrology Technician I	20.73	
23592	Metrology Technician II	21.84	
23593	Metrology Technician III	22.94	
23640	Millwright	21.51	
23710	Office Appliance Repairer	19.75	
23760	Painter, Maintenance	16.96	
23790	Pipefitter, Maintenance	24.68	
23810	Plumber, Maintenance	23.28	
23820	Pneudraulic Systems Mechanic	20.73	
23850	Rigger	20.73	
23870	Scale Mechanic	18.40	
23890	Sheet-Metal Worker, Maintenance	18.36	
23910	Small Engine Mechanic	18.40	
23931	Telecommunications Mechanic I	31.52	
23932	Telecommunications Mechanic II	33.20	
23950	Telephone Lineman	19.78	
23960	Welder, Combination, Maintenance	18.02	
23965	Well Driller	20.73	
23970	Woodcraft Worker	20.73	
23980	Woodworker	15.89	***

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.01	***
24570	Child Care Attendant	8.81	***
24580	Child Care Center Clerk	11.19	***
24610	Chore Aide	10.48	***

24620	Family Readiness And Support Services Coordinator	14.01	***
24630	Homemaker	14.01	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.76	
25040	Sewage Plant Operator	17.52	
25070	Stationary Engineer	21.76	
25190	Ventilation Equipment Tender	15.37	***
25210	Water Treatment Plant Operator	17.52	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.41	***
27007	Baggage Inspector	11.10	***
27008	Corrections Officer	15.19	***
27010	Court Security Officer	14.69	***
27030	Detection Dog Handler	12.42	***
27040	Detention Officer	15.19	***
27070	Firefighter	16.94	
27101	Guard I	11.10	***
27102	Guard II	12.42	***
27131	Police Officer I	16.87	
27132	Police Officer II	18.75	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.74	***
28042	Carnival Equipment Repairer	15.97	***
28043	Carnival Worker	11.07	***
28210	Gate Attendant/Gate Tender	15.87	***
28310	Lifeguard	14.12	***
28350	Park Attendant (Aide)	17.74	
28510	Recreation Aide/Health Facility Attendant	12.95	***
28515	Recreation Specialist	21.99	
28630	Sports Official	14.12	***
28690	Swimming Pool Operator	18.46	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.41	
29020	Hatch Tender	20.41	
29030	Line Handler	20.41	
29041	Stevedore I	18.87	
29042	Stevedore II	21.69	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.20	
30022	Archeological Technician II	19.25	
30023	Archeological Technician III	23.84	
30030	Cartographic Technician	23.84	
30040	Civil Engineering Technician	18.16	
30051	Cryogenic Technician I	26.40	
30052	Cryogenic Technician II	29.15	
30061	Drafter/CAD Operator I	17.20	
30062	Drafter/CAD Operator II	19.25	
30063	Drafter/CAD Operator III	21.92	
30064	Drafter/CAD Operator IV	26.40	
30081	Engineering Technician I	15.32	***
30082	Engineering Technician II	17.19	
30083	Engineering Technician III	19.24	
30084	Engineering Technician IV	23.83	
30085	Engineering Technician V	29.15	

30086	Engineering Technician VI	35.27
30090	Environmental Technician	23.84
30095	Evidence Control Specialist	23.84
30210	Laboratory Technician	21.45
30221	Latent Fingerprint Technician I	26.40
30222	Latent Fingerprint Technician II	29.15
30240	Mathematical Technician	23.84
30361	Paralegal/Legal Assistant I	19.18
30362	Paralegal/Legal Assistant II	23.76
30363	Paralegal/Legal Assistant III	29.06
30364	Paralegal/Legal Assistant IV	35.17
30375	Petroleum Supply Specialist	29.15
30390	Photo-Optics Technician	23.84
30395	Radiation Control Technician	29.15
30461	Technical Writer I	23.84
30462	Technical Writer II	29.15
30463	Technical Writer III	35.28
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.40
30502	Weather Forecaster II	32.11
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.92
30621	Weather Observer, Senior	(see 2) 23.84

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.31	***
31030	Bus Driver	18.86	
31043	Driver Courier	16.11	***
31260	Parking and Lot Attendant	11.98	***
31290	Shuttle Bus Driver	15.58	***
31310	Taxi Driver	10.24	***
31361	Truckdriver, Light	17.48	
31362	Truckdriver, Medium	18.86	
31363	Truckdriver, Heavy	21.24	
31364	Truckdriver, Tractor-Trailer	21.24	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.46	***
99050	Desk Clerk	10.29	***
99095	Embalmer	25.35	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	18.05	
99252	Laboratory Animal Caretaker II	19.58	
99260	Marketing Analyst	24.17	
99310	Mortician	25.35	
99410	Pest Controller	16.98	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.36	***
99711	Recycling Specialist	18.92	
99730	Refuse Collector	13.65	***
99810	Sales Clerk	11.98	***
99820	School Crossing Guard	10.61	***
99830	Survey Party Chief	25.66	
99831	Surveying Aide	18.67	
99832	Surveying Technician	23.32	
99840	Vending Machine Attendant	18.26	
99841	Vending Machine Repairer	22.94	
99842	Vending Machine Repairer Helper	18.26	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5167

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Covington, Jefferson Davis, Leake, Marion, Scott, Smith

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.18	***
01012	Accounting Clerk II	15.93	***
01013	Accounting Clerk III	17.81	
01020	Administrative Assistant	19.90	
01035	Court Reporter	17.17	
01041	Customer Service Representative I	12.76	***
01042	Customer Service Representative II	13.92	***
01043	Customer Service Representative III	15.62	***
01051	Data Entry Operator I	13.77	***
01052	Data Entry Operator II	15.02	***
01060	Dispatcher, Motor Vehicle	22.31	
01070	Document Preparation Clerk	12.69	***
01090	Duplicating Machine Operator	12.69	***
01111	General Clerk I	12.88	***
01112	General Clerk II	14.05	***
01113	General Clerk III	15.77	***
01120	Housing Referral Assistant	17.76	
01141	Messenger Courier	13.98	***
01191	Order Clerk I	12.76	***
01192	Order Clerk II	13.92	***

01261	Personnel Assistant (Employment) I	15.85	***
01262	Personnel Assistant (Employment) II	17.73	
01263	Personnel Assistant (Employment) III	19.77	
01270	Production Control Clerk	21.17	
01290	Rental Clerk	12.83	***
01300	Scheduler, Maintenance	14.24	***
01311	Secretary I	14.24	***
01312	Secretary II	15.93	***
01313	Secretary III	17.76	
01320	Service Order Dispatcher	19.94	
01410	Supply Technician	19.90	
01420	Survey Worker	12.43	***
01460	Switchboard Operator/Receptionist	13.45	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.59	***
01533	Travel Clerk III	14.23	***
01611	Word Processor I	12.69	***
01612	Word Processor II	14.24	***
01613	Word Processor III	15.93	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.56	
05010	Automotive Electrician	17.13	
05040	Automotive Glass Installer	16.21	
05070	Automotive Worker	16.21	
05110	Mobile Equipment Servicer	14.24	***
05130	Motor Equipment Metal Mechanic	18.03	
05160	Motor Equipment Metal Worker	16.21	
05190	Motor Vehicle Mechanic	17.88	
05220	Motor Vehicle Mechanic Helper	13.16	***
05250	Motor Vehicle Upholstery Worker	15.14	***
05280	Motor Vehicle Wrecker	16.21	
05310	Painter, Automotive	17.13	
05340	Radiator Repair Specialist	16.21	
05370	Tire Repairer	15.07	***
05400	Transmission Repair Specialist	18.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.62	***
07041	Cook I	9.42	***
07042	Cook II	10.75	***
07070	Dishwasher	9.24	***
07130	Food Service Worker	9.12	***
07210	Meat Cutter	13.73	***
07260	Waiter/Waitress	9.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.90	
09040	Furniture Handler	13.57	***
09080	Furniture Refinisher	20.90	
09090	Furniture Refinisher Helper	16.09	***
09110	Furniture Repairer, Minor	18.53	
09130	Upholsterer	20.90	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.20	***
11060	Elevator Operator	12.54	***
11090	Gardener	17.09	
11122	Housekeeping Aide	10.72	***
11150	Janitor	10.72	***
11210	Laborer, Grounds Maintenance	13.40	***
11240	Maid or Houseman	9.81	***
11260	Pruner	12.17	***
11270	Tractor Operator	15.88	***

11330	Trail Maintenance Worker	13.40	***
11360	Window Cleaner	11.81	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	14.50	***
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	30.15	
12015	Certified Physical Therapist Assistant	28.75	
12020	Dental Assistant	15.77	***
12025	Dental Hygienist	30.04	
12030	EKG Technician	21.41	
12035	Electroneurodiagnostic Technologist	21.41	
12040	Emergency Medical Technician	14.50	***
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	14.09	***
12130	Medical Laboratory Technician	18.65	
12160	Medical Record Clerk	15.21	***
12190	Medical Record Technician	17.01	
12195	Medical Transcriptionist	15.22	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.16	***
12222	Nursing Assistant II	12.54	***
12223	Nursing Assistant III	13.69	***
12224	Nursing Assistant IV	15.36	***
12235	Optical Dispenser	16.17	***
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	17.16	
12280	Phlebotomist	14.00	***
12305	Radiologic Technologist	22.59	
12311	Registered Nurse I	23.40	
12312	Registered Nurse II	28.62	
12313	Registered Nurse II, Specialist	28.62	
12314	Registered Nurse III	34.62	
12315	Registered Nurse III, Anesthetist	34.62	
12316	Registered Nurse IV	41.50	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.36	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.82	
13012	Exhibits Specialist II	20.83	
13013	Exhibits Specialist III	25.48	
13041	Illustrator I	16.82	
13042	Illustrator II	20.83	
13043	Illustrator III	25.48	
13047	Librarian	23.07	
13050	Library Aide/Clerk	12.57	***
13054	Library Information Technology Systems Administrator	20.83	
13058	Library Technician	15.30	***
13061	Media Specialist I	15.03	***
13062	Media Specialist II	16.82	
13063	Media Specialist III	18.75	
13071	Photographer I	15.03	***
13072	Photographer II	16.82	
13073	Photographer III	20.83	
13074	Photographer IV	25.48	
13075	Photographer V	30.83	
13090	Technical Order Library Clerk	16.82	
13110	Video Teleconference Technician	16.44	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.87	
14042	Computer Operator II	18.86	
14043	Computer Operator III	21.14	

14044	Computer Operator IV		27.01
14045	Computer Operator V		27.20
14071	Computer Programmer I	(see 1)	20.08
14072	Computer Programmer II	(see 1)	24.87
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.87
14160	Personal Computer Support Technician		27.01
14170	System Support Specialist		25.88

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.07	
15020	Aircrew Training Devices Instructor (Rated)		35.16	
15030	Air Crew Training Devices Instructor (Pilot)		42.15	
15050	Computer Based Training Specialist / Instructor		29.07	
15060	Educational Technologist		28.83	
15070	Flight Instructor (Pilot)		42.15	
15080	Graphic Artist		20.31	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.15	
15086	Maintenance Test Pilot, Rotary Wing		42.15	
15088	Non-Maintenance Test/Co-Pilot		42.15	
15090	Technical Instructor		20.71	
15095	Technical Instructor/Course Developer		25.33	
15110	Test Proctor		16.72	
15120	Tutor		16.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.67	***
16030	Counter Attendant		9.67	***
16040	Dry Cleaner		11.28	***
16070	Finisher, Flatwork, Machine		9.67	***
16090	Presser, Hand		9.67	***
16110	Presser, Machine, Drycleaning		9.67	***
16130	Presser, Machine, Shirts		9.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.67	***
16190	Sewing Machine Operator		11.85	***
16220	Tailor		12.39	***
16250	Washer, Machine		10.20	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.36	
19040	Tool And Die Maker		25.71	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		15.73	***
21030	Material Coordinator		21.17	
21040	Material Expediter		21.17	
21050	Material Handling Laborer		13.97	***
21071	Order Filler		12.40	***
21080	Production Line Worker (Food Processing)		15.73	***
21110	Shipping Packer		15.08	***
21130	Shipping/Receiving Clerk		15.08	***
21140	Store Worker I		13.32	***
21150	Stock Clerk		17.77	
21210	Tools And Parts Attendant		15.73	***
21410	Warehouse Specialist		15.73	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		32.18	

23019	Aircraft Logs and Records Technician	25.77	
23021	Aircraft Mechanic I	30.68	
23022	Aircraft Mechanic II	32.18	
23023	Aircraft Mechanic III	33.59	
23040	Aircraft Mechanic Helper	22.38	
23050	Aircraft, Painter	29.07	
23060	Aircraft Servicer	25.77	
23070	Aircraft Survival Flight Equipment Technician	29.07	
23080	Aircraft Worker	27.49	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.49	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.68	
23110	Appliance Mechanic	21.36	
23120	Bicycle Repairer	17.69	
23125	Cable Splicer	36.37	
23130	Carpenter, Maintenance	18.90	
23140	Carpet Layer	20.20	
23160	Electrician, Maintenance	25.99	
23181	Electronics Technician Maintenance I	26.93	
23182	Electronics Technician Maintenance II	28.48	
23183	Electronics Technician Maintenance III	30.06	
23260	Fabric Worker	18.94	
23290	Fire Alarm System Mechanic	20.69	
23310	Fire Extinguisher Repairer	17.69	
23311	Fuel Distribution System Mechanic	20.08	
23312	Fuel Distribution System Operator	16.93	
23370	General Maintenance Worker	16.69	
23380	Ground Support Equipment Mechanic	30.68	
23381	Ground Support Equipment Servicer	25.77	
23382	Ground Support Equipment Worker	27.49	
23391	Gunsmith I	17.69	
23392	Gunsmith II	20.20	
23393	Gunsmith III	22.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.61	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.61	
23430	Heavy Equipment Mechanic	22.54	
23440	Heavy Equipment Operator	18.12	
23460	Instrument Mechanic	22.54	
23465	Laboratory/Shelter Mechanic	21.36	
23470	Laborer	13.97	***
23510	Locksmith	21.36	
23530	Machinery Maintenance Mechanic	23.07	
23550	Machinist, Maintenance	22.18	
23580	Maintenance Trades Helper	13.30	***
23591	Metrology Technician I	22.54	
23592	Metrology Technician II	23.64	
23593	Metrology Technician III	24.68	
23640	Millwright	26.19	
23710	Office Appliance Repairer	21.09	
23760	Painter, Maintenance	17.20	
23790	Pipefitter, Maintenance	21.84	
23810	Plumber, Maintenance	20.69	
23820	Pneudraulic Systems Mechanic	22.54	
23850	Rigger	22.54	
23870	Scale Mechanic	20.20	
23890	Sheet-Metal Worker, Maintenance	18.46	
23910	Small Engine Mechanic	20.20	
23931	Telecommunications Mechanic I	33.30	
23932	Telecommunications Mechanic II	34.92	
23950	Telephone Lineman	21.79	
23960	Welder, Combination, Maintenance	18.43	
23965	Well Driller	23.51	
23970	Woodcraft Worker	22.54	
23980	Woodworker	17.69	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.86	***
24570	Child Care Attendant	8.97	***
24580	Child Care Center Clerk	11.19	***

24610	Chore Aide	10.62	***
24620	Family Readiness And Support Services Coordinator	13.86	***
24630	Homemaker	13.86	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.07	
25040	Sewage Plant Operator	17.94	
25070	Stationary Engineer	23.07	
25190	Ventilation Equipment Tender	16.83	
25210	Water Treatment Plant Operator	17.94	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	12.19	***
27007	Baggage Inspector	13.15	***
27008	Corrections Officer	13.86	***
27010	Court Security Officer	15.50	***
27030	Detection Dog Handler	14.71	***
27040	Detention Officer	13.86	***
27070	Firefighter	16.94	
27101	Guard I	13.15	***
27102	Guard II	14.71	***
27131	Police Officer I	17.49	
27132	Police Officer II	19.44	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.65	***
28042	Carnival Equipment Repairer	14.69	***
28043	Carnival Worker	10.49	***
28210	Gate Attendant/Gate Tender	14.52	***
28310	Lifeguard	12.94	***
28350	Park Attendant (Aide)	16.25	
28510	Recreation Aide/Health Facility Attendant	11.86	***
28515	Recreation Specialist	20.13	
28630	Sports Official	12.94	***
28690	Swimming Pool Operator	19.95	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.47	
29020	Hatch Tender	20.47	
29030	Line Handler	20.47	
29041	Stevedore I	19.19	
29042	Stevedore II	21.65	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.24	
30022	Archeological Technician II	20.41	
30023	Archeological Technician III	25.29	
30030	Cartographic Technician	25.29	
30040	Civil Engineering Technician	19.98	
30051	Cryogenic Technician I	28.00	
30052	Cryogenic Technician II	30.93	
30061	Drafter/CAD Operator I	18.24	
30062	Drafter/CAD Operator II	20.41	
30063	Drafter/CAD Operator III	22.75	
30064	Drafter/CAD Operator IV	28.00	
30081	Engineering Technician I	15.77	***
30082	Engineering Technician II	17.69	
30083	Engineering Technician III	19.80	
30084	Engineering Technician IV	24.52	

30085	Engineering Technician V		30.00
30086	Engineering Technician VI		36.30
30090	Environmental Technician		25.29
30095	Evidence Control Specialist		25.29
30210	Laboratory Technician		22.98
30221	Latent Fingerprint Technician I		28.00
30222	Latent Fingerprint Technician II		30.93
30240	Mathematical Technician		25.29
30361	Paralegal/Legal Assistant I		19.91
30362	Paralegal/Legal Assistant II		24.66
30363	Paralegal/Legal Assistant III		30.17
30364	Paralegal/Legal Assistant IV		36.51
30375	Petroleum Supply Specialist		30.93
30390	Photo-Optics Technician		25.29
30395	Radiation Control Technician		30.93
30461	Technical Writer I		25.29
30462	Technical Writer II		30.93
30463	Technical Writer III		37.41
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		28.00
30502	Weather Forecaster II		34.06
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	22.75
30621	Weather Observer, Senior	(see 2)	25.29

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.60	***
31030	Bus Driver	17.20	
31043	Driver Courier	14.93	***
31260	Parking and Lot Attendant	12.16	***
31290	Shuttle Bus Driver	13.84	***
31310	Taxi Driver	12.73	***
31361	Truckdriver, Light	16.07	***
31362	Truckdriver, Medium	17.20	
31363	Truckdriver, Heavy	22.15	
31364	Truckdriver, Tractor-Trailer	22.15	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.39	***
99050	Desk Clerk	10.14	***
99095	Embalmer	22.79	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.21	***
99252	Laboratory Animal Caretaker II	14.21	***
99260	Marketing Analyst	28.68	
99310	Mortician	22.79	
99410	Pest Controller	16.93	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.08	***
99711	Recycling Specialist	19.07	
99730	Refuse Collector	14.61	***
99810	Sales Clerk	11.98	***
99820	School Crossing Guard	14.26	***
99830	Survey Party Chief	19.21	
99831	Surveying Aide	13.98	***
99832	Surveying Technician	17.46	
99840	Vending Machine Attendant	13.54	***
99841	Vending Machine Repairer	16.64	
99842	Vending Machine Repairer Helper	13.54	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5169

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Clarke, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Wayne

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.18	***
01012	Accounting Clerk II	15.93	***
01013	Accounting Clerk III	17.81	
01020	Administrative Assistant	18.22	
01035	Court Reporter	15.93	***
01041	Customer Service Representative I	12.76	***
01042	Customer Service Representative II	13.92	***
01043	Customer Service Representative III	15.62	***
01051	Data Entry Operator I	13.77	***
01052	Data Entry Operator II	15.02	***
01060	Dispatcher, Motor Vehicle	22.31	
01070	Document Preparation Clerk	12.69	***
01090	Duplicating Machine Operator	12.69	***
01111	General Clerk I	12.88	***
01112	General Clerk II	14.05	***
01113	General Clerk III	15.77	***
01120	Housing Referral Assistant	17.76	
01141	Messenger Courier	13.98	***
01191	Order Clerk I	12.76	***
01192	Order Clerk II	13.92	***

01261	Personnel Assistant (Employment) I	15.85	***
01262	Personnel Assistant (Employment) II	17.73	
01263	Personnel Assistant (Employment) III	19.77	
01270	Production Control Clerk	20.87	
01290	Rental Clerk	12.83	***
01300	Scheduler, Maintenance	14.24	***
01311	Secretary I	14.24	***
01312	Secretary II	15.93	***
01313	Secretary III	17.76	
01320	Service Order Dispatcher	19.94	
01410	Supply Technician	18.22	
01420	Survey Worker	13.12	***
01460	Switchboard Operator/Receptionist	13.45	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.59	***
01533	Travel Clerk III	14.23	***
01611	Word Processor I	12.69	***
01612	Word Processor II	14.24	***
01613	Word Processor III	15.93	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	17.84	
05010	Automotive Electrician	16.95	
05040	Automotive Glass Installer	16.02	***
05070	Automotive Worker	16.02	***
05110	Mobile Equipment Servicer	14.03	***
05130	Motor Equipment Metal Mechanic	17.88	
05160	Motor Equipment Metal Worker	16.02	***
05190	Motor Vehicle Mechanic	17.88	
05220	Motor Vehicle Mechanic Helper	13.11	***
05250	Motor Vehicle Upholstery Worker	15.02	***
05280	Motor Vehicle Wrecker	16.02	***
05310	Painter, Automotive	16.95	
05340	Radiator Repair Specialist	16.02	***
05370	Tire Repairer	15.07	***
05400	Transmission Repair Specialist	17.88	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.62	***
07041	Cook I	9.42	***
07042	Cook II	10.75	***
07070	Dishwasher	9.24	***
07130	Food Service Worker	9.12	***
07210	Meat Cutter	13.44	***
07260	Waiter/Waitress	9.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.90	
09040	Furniture Handler	13.57	***
09080	Furniture Refinisher	20.90	
09090	Furniture Refinisher Helper	16.09	***
09110	Furniture Repairer, Minor	18.53	
09130	Upholsterer	20.90	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.20	***
11060	Elevator Operator	12.38	***
11090	Gardener	17.09	
11122	Housekeeping Aide	10.72	***
11150	Janitor	10.72	***
11210	Laborer, Grounds Maintenance	13.40	***
11240	Maid or Houseman	9.81	***
11260	Pruner	12.17	***
11270	Tractor Operator	15.88	***

11330	Trail Maintenance Worker	13.40	***
11360	Window Cleaner	11.81	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.20	***
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	30.15	
12015	Certified Physical Therapist Assistant	28.75	
12020	Dental Assistant	14.83	***
12025	Dental Hygienist	28.26	
12030	EKG Technician	20.95	
12035	Electroneurodiagnostic Technologist	20.95	
12040	Emergency Medical Technician	15.20	***
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	14.09	***
12130	Medical Laboratory Technician	18.65	
12160	Medical Record Clerk	15.21	***
12190	Medical Record Technician	17.01	
12195	Medical Transcriptionist	15.03	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.16	***
12222	Nursing Assistant II	12.54	***
12223	Nursing Assistant III	13.69	***
12224	Nursing Assistant IV	15.36	***
12235	Optical Dispenser	16.17	***
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	17.16	
12280	Phlebotomist	13.79	***
12305	Radiologic Technologist	22.59	
12311	Registered Nurse I	23.40	
12312	Registered Nurse II	28.62	
12313	Registered Nurse II, Specialist	28.62	
12314	Registered Nurse III	34.62	
12315	Registered Nurse III, Anesthetist	34.62	
12316	Registered Nurse IV	41.50	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.36	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.82	
13012	Exhibits Specialist II	20.83	
13013	Exhibits Specialist III	25.48	
13041	Illustrator I	16.82	
13042	Illustrator II	20.83	
13043	Illustrator III	25.48	
13047	Librarian	23.07	
13050	Library Aide/Clerk	13.39	***
13054	Library Information Technology Systems Administrator	20.83	
13058	Library Technician	16.54	
13061	Media Specialist I	15.03	***
13062	Media Specialist II	16.82	
13063	Media Specialist III	18.75	
13071	Photographer I	15.03	***
13072	Photographer II	16.82	
13073	Photographer III	20.83	
13074	Photographer IV	25.48	
13075	Photographer V	30.83	
13090	Technical Order Library Clerk	16.82	
13110	Video Teleconference Technician	15.03	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.87	
14042	Computer Operator II	18.00	
14043	Computer Operator III	21.03	

14044	Computer Operator IV		23.37
14045	Computer Operator V		25.88
14071	Computer Programmer I	(see 1)	19.15
14072	Computer Programmer II	(see 1)	23.73
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.87
14160	Personal Computer Support Technician		23.37
14170	System Support Specialist		25.88

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.07	
15020	Aircrew Training Devices Instructor (Rated)		35.16	
15030	Air Crew Training Devices Instructor (Pilot)		42.15	
15050	Computer Based Training Specialist / Instructor		29.07	
15060	Educational Technologist		28.83	
15070	Flight Instructor (Pilot)		42.15	
15080	Graphic Artist		17.84	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		42.15	
15086	Maintenance Test Pilot, Rotary Wing		42.15	
15088	Non-Maintenance Test/Co-Pilot		42.15	
15090	Technical Instructor		20.71	
15095	Technical Instructor/Course Developer		25.33	
15110	Test Proctor		16.72	
15120	Tutor		16.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.67	***
16030	Counter Attendant		9.67	***
16040	Dry Cleaner		11.28	***
16070	Finisher, Flatwork, Machine		9.67	***
16090	Presser, Hand		9.67	***
16110	Presser, Machine, Drycleaning		9.67	***
16130	Presser, Machine, Shirts		9.67	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.67	***
16190	Sewing Machine Operator		11.85	***
16220	Tailor		12.39	***
16250	Washer, Machine		10.20	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.36	
19040	Tool And Die Maker		25.71	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.09	***
21030	Material Coordinator		20.87	
21040	Material Expediter		20.87	
21050	Material Handling Laborer		13.88	***
21071	Order Filler		12.40	***
21080	Production Line Worker (Food Processing)		16.09	***
21110	Shipping Packer		15.08	***
21130	Shipping/Receiving Clerk		15.08	***
21140	Store Worker I		13.32	***
21150	Stock Clerk		17.77	
21210	Tools And Parts Attendant		16.09	***
21410	Warehouse Specialist		16.09	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.36	

23019	Aircraft Logs and Records Technician	24.27	
23021	Aircraft Mechanic I	28.92	
23022	Aircraft Mechanic II	30.36	
23023	Aircraft Mechanic III	31.89	
23040	Aircraft Mechanic Helper	21.26	
23050	Aircraft, Painter	27.25	
23060	Aircraft Servicer	24.27	
23070	Aircraft Survival Flight Equipment Technician	27.25	
23080	Aircraft Worker	25.82	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.82	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.92	
23110	Appliance Mechanic	21.36	
23120	Bicycle Repairer	17.69	
23125	Cable Splicer	36.37	
23130	Carpenter, Maintenance	18.90	
23140	Carpet Layer	20.20	
23160	Electrician, Maintenance	25.97	
23181	Electronics Technician Maintenance I	26.93	
23182	Electronics Technician Maintenance II	28.48	
23183	Electronics Technician Maintenance III	30.06	
23260	Fabric Worker	18.94	
23290	Fire Alarm System Mechanic	20.69	
23310	Fire Extinguisher Repairer	17.69	
23311	Fuel Distribution System Mechanic	20.56	
23312	Fuel Distribution System Operator	16.14	***
23370	General Maintenance Worker	16.70	
23380	Ground Support Equipment Mechanic	28.92	
23381	Ground Support Equipment Servicer	24.27	
23382	Ground Support Equipment Worker	25.82	
23391	Gunsmith I	17.69	
23392	Gunsmith II	20.20	
23393	Gunsmith III	22.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.61	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.61	
23430	Heavy Equipment Mechanic	22.54	
23440	Heavy Equipment Operator	18.12	
23460	Instrument Mechanic	22.54	
23465	Laboratory/Shelter Mechanic	21.36	
23470	Laborer	13.88	***
23510	Locksmith	21.36	
23530	Machinery Maintenance Mechanic	23.07	
23550	Machinist, Maintenance	22.18	
23580	Maintenance Trades Helper	13.30	***
23591	Metrology Technician I	22.54	
23592	Metrology Technician II	23.64	
23593	Metrology Technician III	24.68	
23640	Millwright	26.19	
23710	Office Appliance Repairer	20.69	
23760	Painter, Maintenance	17.20	
23790	Pipefitter, Maintenance	21.84	
23810	Plumber, Maintenance	20.69	
23820	Pneudraulic Systems Mechanic	22.54	
23850	Rigger	22.54	
23870	Scale Mechanic	20.20	
23890	Sheet-Metal Worker, Maintenance	18.46	
23910	Small Engine Mechanic	20.20	
23931	Telecommunications Mechanic I	33.30	
23932	Telecommunications Mechanic II	34.92	
23950	Telephone Lineman	22.62	
23960	Welder, Combination, Maintenance	18.43	
23965	Well Driller	23.51	
23970	Woodcraft Worker	22.54	
23980	Woodworker	17.69	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.86	***
24570	Child Care Attendant	8.97	***
24580	Child Care Center Clerk	11.19	***

24610	Chore Aide	10.63	***
24620	Family Readiness And Support Services Coordinator	13.86	***
24630	Homemaker	13.86	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.07	
25040	Sewage Plant Operator	17.94	
25070	Stationary Engineer	23.07	
25190	Ventilation Equipment Tender	16.83	
25210	Water Treatment Plant Operator	17.94	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	11.47	***
27007	Baggage Inspector	13.15	***
27008	Corrections Officer	13.84	***
27010	Court Security Officer	15.50	***
27030	Detection Dog Handler	14.71	***
27040	Detention Officer	13.84	***
27070	Firefighter	15.87	***
27101	Guard I	13.15	***
27102	Guard II	14.71	***
27131	Police Officer I	17.01	
27132	Police Officer II	18.90	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.35	***
28042	Carnival Equipment Repairer	14.69	***
28043	Carnival Worker	10.30	***
28210	Gate Attendant/Gate Tender	14.52	***
28310	Lifeguard	12.94	***
28350	Park Attendant (Aide)	16.25	
28510	Recreation Aide/Health Facility Attendant	11.86	***
28515	Recreation Specialist	20.13	
28630	Sports Official	12.94	***
28690	Swimming Pool Operator	20.92	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.47	
29020	Hatch Tender	20.47	
29030	Line Handler	20.47	
29041	Stevedore I	19.19	
29042	Stevedore II	21.65	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.24	
30022	Archeological Technician II	20.41	
30023	Archeological Technician III	25.29	
30030	Cartographic Technician	25.29	
30040	Civil Engineering Technician	18.87	
30051	Cryogenic Technician I	28.00	
30052	Cryogenic Technician II	30.93	
30061	Drafter/CAD Operator I	18.24	
30062	Drafter/CAD Operator II	20.41	
30063	Drafter/CAD Operator III	22.75	
30064	Drafter/CAD Operator IV	28.00	
30081	Engineering Technician I	15.77	***
30082	Engineering Technician II	17.69	
30083	Engineering Technician III	19.80	
30084	Engineering Technician IV	24.52	

30085	Engineering Technician V	30.00
30086	Engineering Technician VI	36.30
30090	Environmental Technician	25.29
30095	Evidence Control Specialist	25.29
30210	Laboratory Technician	21.05
30221	Latent Fingerprint Technician I	28.00
30222	Latent Fingerprint Technician II	30.93
30240	Mathematical Technician	25.29
30361	Paralegal/Legal Assistant I	18.10
30362	Paralegal/Legal Assistant II	23.18
30363	Paralegal/Legal Assistant III	27.01
30364	Paralegal/Legal Assistant IV	32.67
30375	Petroleum Supply Specialist	30.93
30390	Photo-Optics Technician	25.29
30395	Radiation Control Technician	30.93
30461	Technical Writer I	25.29
30462	Technical Writer II	30.93
30463	Technical Writer III	37.41
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.00
30502	Weather Forecaster II	34.06
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.75
30621	Weather Observer, Senior	(see 2) 25.29

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.60	***
31030	Bus Driver	17.20	
31043	Driver Courier	14.93	***
31260	Parking and Lot Attendant	12.16	***
31290	Shuttle Bus Driver	15.20	***
31310	Taxi Driver	13.89	***
31361	Truckdriver, Light	16.07	***
31362	Truckdriver, Medium	17.20	
31363	Truckdriver, Heavy	22.15	
31364	Truckdriver, Tractor-Trailer	22.15	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.39	***
99050	Desk Clerk	10.14	***
99095	Embalmer	22.74	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.21	***
99252	Laboratory Animal Caretaker II	14.21	***
99260	Marketing Analyst	28.68	
99310	Mortician	22.74	
99410	Pest Controller	14.89	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.08	***
99711	Recycling Specialist	19.07	
99730	Refuse Collector	14.61	***
99810	Sales Clerk	12.08	***
99820	School Crossing Guard	14.26	***
99830	Survey Party Chief	19.21	
99831	Surveying Aide	12.49	***
99832	Surveying Technician	17.46	
99840	Vending Machine Attendant	17.68	
99841	Vending Machine Repairer	22.40	
99842	Vending Machine Repairer Helper	17.68	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5171

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George, Pearl River, Stone

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.18	***
01012	Accounting Clerk II	15.93	***
01013	Accounting Clerk III	17.81	
01020	Administrative Assistant	18.76	
01035	Court Reporter	15.93	***
01041	Customer Service Representative I	12.76	***
01042	Customer Service Representative II	13.92	***
01043	Customer Service Representative III	15.62	***
01051	Data Entry Operator I	13.77	***
01052	Data Entry Operator II	15.02	***
01060	Dispatcher, Motor Vehicle	22.31	
01070	Document Preparation Clerk	12.69	***
01090	Duplicating Machine Operator	12.69	***
01111	General Clerk I	12.88	***
01112	General Clerk II	14.05	***
01113	General Clerk III	15.77	***
01120	Housing Referral Assistant	17.76	
01141	Messenger Courier	13.98	***
01191	Order Clerk I	12.76	***
01192	Order Clerk II	14.67	***
01261	Personnel Assistant (Employment) I	15.85	***

01262	Personnel Assistant (Employment) II	17.73	
01263	Personnel Assistant (Employment) III	19.77	
01270	Production Control Clerk	20.87	
01290	Rental Clerk	12.83	***
01300	Scheduler, Maintenance	14.24	***
01311	Secretary I	14.24	***
01312	Secretary II	15.93	***
01313	Secretary III	17.76	
01320	Service Order Dispatcher	19.94	
01410	Supply Technician	18.76	
01420	Survey Worker	13.80	***
01460	Switchboard Operator/Receptionist	13.45	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.59	***
01533	Travel Clerk III	14.23	***
01611	Word Processor I	13.29	***
01612	Word Processor II	14.92	***
01613	Word Processor III	16.69	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	21.73	
05010	Automotive Electrician	17.59	
05040	Automotive Glass Installer	16.90	
05070	Automotive Worker	16.90	
05110	Mobile Equipment Servicer	15.49	***
05130	Motor Equipment Metal Mechanic	18.27	
05160	Motor Equipment Metal Worker	16.90	
05190	Motor Vehicle Mechanic	19.39	
05220	Motor Vehicle Mechanic Helper	14.84	***
05250	Motor Vehicle Upholstery Worker	16.20	
05280	Motor Vehicle Wrecker	16.90	
05310	Painter, Automotive	17.59	
05340	Radiator Repair Specialist	16.90	
05370	Tire Repairer	14.96	***
05400	Transmission Repair Specialist	18.27	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.62	***
07041	Cook I	10.34	***
07042	Cook II	11.28	***
07070	Dishwasher	9.24	***
07130	Food Service Worker	9.12	***
07210	Meat Cutter	13.84	***
07260	Waiter/Waitress	9.00	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.90	
09040	Furniture Handler	13.73	***
09080	Furniture Refinisher	20.90	
09090	Furniture Refinisher Helper	16.29	
09110	Furniture Repairer, Minor	18.53	
09130	Upholsterer	20.90	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.20	***
11060	Elevator Operator	12.74	***
11090	Gardener	17.09	
11122	Housekeeping Aide	10.72	***
11150	Janitor	10.72	***
11210	Laborer, Grounds Maintenance	13.40	***
11240	Maid or Houseman	9.81	***
11260	Pruner	12.17	***
11270	Tractor Operator	15.88	***
11330	Trail Maintenance Worker	13.40	***

11360	Window Cleaner	11.81	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.98	***
12011	Breath Alcohol Technician	17.87	
12012	Certified Occupational Therapist Assistant	30.15	
12015	Certified Physical Therapist Assistant	28.75	
12020	Dental Assistant	15.00	***
12025	Dental Hygienist	28.26	
12030	EKG Technician	24.24	
12035	Electroneurodiagnostic Technologist	24.24	
12040	Emergency Medical Technician	15.98	***
12071	Licensed Practical Nurse I	15.97	***
12072	Licensed Practical Nurse II	17.87	
12073	Licensed Practical Nurse III	19.92	
12100	Medical Assistant	14.09	***
12130	Medical Laboratory Technician	18.65	
12160	Medical Record Clerk	15.21	***
12190	Medical Record Technician	17.01	
12195	Medical Transcriptionist	15.03	***
12210	Nuclear Medicine Technologist	39.28	
12221	Nursing Assistant I	11.16	***
12222	Nursing Assistant II	12.54	***
12223	Nursing Assistant III	13.69	***
12224	Nursing Assistant IV	15.36	***
12235	Optical Dispenser	16.17	***
12236	Optical Technician	15.97	***
12250	Pharmacy Technician	17.16	
12280	Phlebotomist	14.00	***
12305	Radiologic Technologist	22.59	
12311	Registered Nurse I	23.40	
12312	Registered Nurse II	28.62	
12313	Registered Nurse II, Specialist	28.62	
12314	Registered Nurse III	34.62	
12315	Registered Nurse III, Anesthetist	34.62	
12316	Registered Nurse IV	41.50	
12317	Scheduler (Drug and Alcohol Testing)	22.14	
12320	Substance Abuse Treatment Counselor	20.36	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.83	
13012	Exhibits Specialist II	20.86	
13013	Exhibits Specialist III	25.61	
13041	Illustrator I	16.83	
13042	Illustrator II	20.86	
13043	Illustrator III	25.61	
13047	Librarian	23.09	
13050	Library Aide/Clerk	12.36	***
13054	Library Information Technology Systems Administrator	20.86	
13058	Library Technician	15.47	***
13061	Media Specialist I	15.05	***
13062	Media Specialist II	16.83	
13063	Media Specialist III	18.77	
13071	Photographer I	15.03	***
13072	Photographer II	16.82	
13073	Photographer III	20.83	
13074	Photographer IV	25.48	
13075	Photographer V	30.83	
13090	Technical Order Library Clerk	16.82	
13110	Video Teleconference Technician	15.03	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.87	
14042	Computer Operator II	18.86	
14043	Computer Operator III	21.03	
14044	Computer Operator IV	23.37	

14045	Computer Operator V		25.88
14071	Computer Programmer I	(see 1)	20.43
14072	Computer Programmer II	(see 1)	25.30
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.87
14160	Personal Computer Support Technician		23.37
14170	System Support Specialist		25.88

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.07	
15020	Aircrew Training Devices Instructor (Rated)	35.16	
15030	Air Crew Training Devices Instructor (Pilot)	42.15	
15050	Computer Based Training Specialist / Instructor	29.07	
15060	Educational Technologist	34.22	
15070	Flight Instructor (Pilot)	42.15	
15080	Graphic Artist	19.42	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.15	
15086	Maintenance Test Pilot, Rotary Wing	42.15	
15088	Non-Maintenance Test/Co-Pilot	42.15	
15090	Technical Instructor	20.71	
15095	Technical Instructor/Course Developer	25.33	
15110	Test Proctor	16.72	
15120	Tutor	16.72	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.67	***
16030	Counter Attendant	9.67	***
16040	Dry Cleaner	11.28	***
16070	Finisher, Flatwork, Machine	9.67	***
16090	Presser, Hand	9.67	***
16110	Presser, Machine, Drycleaning	9.67	***
16130	Presser, Machine, Shirts	9.67	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.67	***
16190	Sewing Machine Operator	11.85	***
16220	Tailor	12.39	***
16250	Washer, Machine	10.20	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	21.36	
19040	Tool And Die Maker	25.71	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.09	***
21030	Material Coordinator	20.87	
21040	Material Expediter	20.87	
21050	Material Handling Laborer	13.88	***
21071	Order Filler	12.98	***
21080	Production Line Worker (Food Processing)	16.09	***
21110	Shipping Packer	15.08	***
21130	Shipping/Receiving Clerk	15.08	***
21140	Store Worker I	14.79	***
21150	Stock Clerk	17.77	
21210	Tools And Parts Attendant	16.09	***
21410	Warehouse Specialist	16.09	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	32.57	
23019	Aircraft Logs and Records Technician	27.01	

23021	Aircraft Mechanic I	31.00	
23022	Aircraft Mechanic II	32.57	
23023	Aircraft Mechanic III	34.19	
23040	Aircraft Mechanic Helper	23.46	
23050	Aircraft, Painter	29.37	
23060	Aircraft Servicer	27.01	
23070	Aircraft Survival Flight Equipment Technician	29.37	
23080	Aircraft Worker	28.39	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.39	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.00	
23110	Appliance Mechanic	21.36	
23120	Bicycle Repairer	17.69	
23125	Cable Splicer	36.37	
23130	Carpenter, Maintenance	18.90	
23140	Carpet Layer	20.20	
23160	Electrician, Maintenance	25.99	
23181	Electronics Technician Maintenance I	26.93	
23182	Electronics Technician Maintenance II	28.48	
23183	Electronics Technician Maintenance III	30.06	
23260	Fabric Worker	18.94	
23290	Fire Alarm System Mechanic	20.69	
23310	Fire Extinguisher Repairer	17.69	
23311	Fuel Distribution System Mechanic	24.49	
23312	Fuel Distribution System Operator	19.22	
23370	General Maintenance Worker	16.69	
23380	Ground Support Equipment Mechanic	31.00	
23381	Ground Support Equipment Servicer	27.01	
23382	Ground Support Equipment Worker	28.39	
23391	Gunsmith I	17.69	
23392	Gunsmith II	20.20	
23393	Gunsmith III	22.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.61	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.61	
23430	Heavy Equipment Mechanic	22.54	
23440	Heavy Equipment Operator	18.12	
23460	Instrument Mechanic	22.54	
23465	Laboratory/Shelter Mechanic	21.36	
23470	Laborer	13.88	***
23510	Locksmith	21.36	
23530	Machinery Maintenance Mechanic	23.07	
23550	Machinist, Maintenance	22.18	
23580	Maintenance Trades Helper	15.22	***
23591	Metrology Technician I	22.54	
23592	Metrology Technician II	23.64	
23593	Metrology Technician III	24.68	
23640	Millwright	26.19	
23710	Office Appliance Repairer	20.69	
23760	Painter, Maintenance	17.20	
23790	Pipefitter, Maintenance	21.84	
23810	Plumber, Maintenance	20.69	
23820	Pneudraulic Systems Mechanic	22.54	
23850	Rigger	22.54	
23870	Scale Mechanic	20.20	
23890	Sheet-Metal Worker, Maintenance	18.46	
23910	Small Engine Mechanic	20.20	
23931	Telecommunications Mechanic I	33.30	
23932	Telecommunications Mechanic II	34.92	
23950	Telephone Lineman	23.37	
23960	Welder, Combination, Maintenance	18.43	
23965	Well Driller	23.51	
23970	Woodcraft Worker	22.54	
23980	Woodworker	17.69	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.82	***
24570	Child Care Attendant	8.97	***
24580	Child Care Center Clerk	11.40	***
24610	Chore Aide	11.01	***

24620	Family Readiness And Support Services Coordinator	15.82	***
24630	Homemaker	15.82	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.07	
25040	Sewage Plant Operator	17.94	
25070	Stationary Engineer	23.07	
25190	Ventilation Equipment Tender	16.83	
25210	Water Treatment Plant Operator	17.94	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.21	***
27007	Baggage Inspector	13.15	***
27008	Corrections Officer	13.84	***
27010	Court Security Officer	15.50	***
27030	Detection Dog Handler	15.38	***
27040	Detention Officer	13.84	***
27070	Firefighter	17.64	
27101	Guard I	13.15	***
27102	Guard II	15.38	***
27131	Police Officer I	17.33	
27132	Police Officer II	19.25	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.48	***
28042	Carnival Equipment Repairer	14.69	***
28043	Carnival Worker	10.56	***
28210	Gate Attendant/Gate Tender	14.52	***
28310	Lifeguard	12.94	***
28350	Park Attendant (Aide)	16.25	
28510	Recreation Aide/Health Facility Attendant	11.86	***
28515	Recreation Specialist	20.13	
28630	Sports Official	12.94	***
28690	Swimming Pool Operator	20.05	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	20.56	
29020	Hatch Tender	20.47	
29030	Line Handler	20.47	
29041	Stevedore I	19.70	
29042	Stevedore II	21.65	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.63	
30022	Archeological Technician II	21.06	
30023	Archeological Technician III	25.29	
30030	Cartographic Technician	26.10	
30040	Civil Engineering Technician	20.19	
30051	Cryogenic Technician I	28.00	
30052	Cryogenic Technician II	30.93	
30061	Drafter/CAD Operator I	18.63	
30062	Drafter/CAD Operator II	21.06	
30063	Drafter/CAD Operator III	23.45	
30064	Drafter/CAD Operator IV	28.86	
30081	Engineering Technician I	16.25	
30082	Engineering Technician II	18.24	
30083	Engineering Technician III	20.44	
30084	Engineering Technician IV	25.28	
30085	Engineering Technician V	31.68	

30086	Engineering Technician VI	37.41
30090	Environmental Technician	25.29
30095	Evidence Control Specialist	25.29
30210	Laboratory Technician	21.89
30221	Latent Fingerprint Technician I	28.00
30222	Latent Fingerprint Technician II	30.93
30240	Mathematical Technician	25.29
30361	Paralegal/Legal Assistant I	17.82
30362	Paralegal/Legal Assistant II	22.08
30363	Paralegal/Legal Assistant III	27.01
30364	Paralegal/Legal Assistant IV	32.67
30375	Petroleum Supply Specialist	30.93
30390	Photo-Optics Technician	25.29
30395	Radiation Control Technician	30.93
30461	Technical Writer I	25.29
30462	Technical Writer II	30.93
30463	Technical Writer III	37.41
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.86
30502	Weather Forecaster II	35.10
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.45
30621	Weather Observer, Senior	(see 2) 25.29

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.60	***
31030	Bus Driver	17.20	
31043	Driver Courier	14.93	***
31260	Parking and Lot Attendant	12.16	***
31290	Shuttle Bus Driver	13.55	***
31310	Taxi Driver	12.73	***
31361	Truckdriver, Light	16.07	***
31362	Truckdriver, Medium	17.20	
31363	Truckdriver, Heavy	22.15	
31364	Truckdriver, Tractor-Trailer	22.15	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.39	***
99050	Desk Clerk	10.37	***
99095	Embalmer	22.74	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.56	***
99252	Laboratory Animal Caretaker II	13.95	***
99260	Marketing Analyst	28.68	
99310	Mortician	22.74	
99410	Pest Controller	14.89	***
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.36	
99711	Recycling Specialist	19.40	
99730	Refuse Collector	14.86	***
99810	Sales Clerk	11.54	***
99820	School Crossing Guard	14.26	***
99830	Survey Party Chief	19.22	
99831	Surveying Aide	12.71	***
99832	Surveying Technician	17.46	
99840	Vending Machine Attendant	14.58	***
99841	Vending Machine Repairer	16.64	
99842	Vending Machine Repairer Helper	13.59	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5173

States/Territories. : Mississippi

Revision No. : 24

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Claiborne, Franklin, Jefferson, Lawrence, Lincoln, Pike, Walthall, Warren, Wilkinson

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.79	***
01012	Accounting Clerk II	16.62	
01013	Accounting Clerk III	18.58	
01020	Administrative Assistant	19.90	
01035	Court Reporter	17.17	
01041	Customer Service Representative I	13.05	***
01042	Customer Service Representative II	14.24	***
01043	Customer Service Representative III	15.98	***
01051	Data Entry Operator I	11.89	***
01052	Data Entry Operator II	12.97	***
01060	Dispatcher, Motor Vehicle	23.14	
01070	Document Preparation Clerk	12.97	***
01090	Duplicating Machine Operator	12.97	***
01111	General Clerk I	13.05	***
01112	General Clerk II	14.24	***
01113	General Clerk III	15.98	***
01120	Housing Referral Assistant	18.16	
01141	Messenger Courier	10.58	***
01191	Order Clerk I	11.89	***
01192	Order Clerk II	13.84	***

01261	Personnel Assistant (Employment) I	14.80	***
01262	Personnel Assistant (Employment) II	16.56	
01263	Personnel Assistant (Employment) III	18.47	
01270	Production Control Clerk	21.92	
01290	Rental Clerk	14.52	***
01300	Scheduler, Maintenance	14.57	***
01311	Secretary I	14.57	***
01312	Secretary II	16.29	
01313	Secretary III	18.16	
01320	Service Order Dispatcher	20.45	
01410	Supply Technician	19.90	
01420	Survey Worker	12.43	***
01460	Switchboard Operator/Receptionist	13.16	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.59	***
01533	Travel Clerk III	14.23	***
01611	Word Processor I	12.97	***
01612	Word Processor II	14.57	***
01613	Word Processor III	16.29	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	18.56	
05010	Automotive Electrician	17.13	
05040	Automotive Glass Installer	16.21	
05070	Automotive Worker	16.21	
05110	Mobile Equipment Servicer	14.24	***
05130	Motor Equipment Metal Mechanic	18.03	
05160	Motor Equipment Metal Worker	16.21	
05190	Motor Vehicle Mechanic	17.61	
05220	Motor Vehicle Mechanic Helper	13.16	***
05250	Motor Vehicle Upholstery Worker	15.14	***
05280	Motor Vehicle Wrecker	16.21	
05310	Painter, Automotive	17.13	
05340	Radiator Repair Specialist	16.21	
05370	Tire Repairer	13.42	***
05400	Transmission Repair Specialist	18.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.31	***
07041	Cook I	9.83	***
07042	Cook II	11.57	***
07070	Dishwasher	8.98	***
07130	Food Service Worker	9.07	***
07210	Meat Cutter	13.64	***
07260	Waiter/Waitress	8.98	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.96	
09040	Furniture Handler	11.67	***
09080	Furniture Refinisher	19.96	
09090	Furniture Refinisher Helper	14.52	***
09110	Furniture Repairer, Minor	17.36	
09130	Upholsterer	19.96	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.11	***
11060	Elevator Operator	11.11	***
11090	Gardener	16.44	
11122	Housekeeping Aide	10.51	***
11150	Janitor	10.51	***
11210	Laborer, Grounds Maintenance	11.86	***
11240	Maid or Houseman	9.26	***
11260	Pruner	10.43	***
11270	Tractor Operator	14.88	***

11330	Trail Maintenance Worker	11.86	***
11360	Window Cleaner	11.94	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.11	
12011	Breath Alcohol Technician	18.47	
12012	Certified Occupational Therapist Assistant	29.73	
12015	Certified Physical Therapist Assistant	28.59	
12020	Dental Assistant	16.09	***
12025	Dental Hygienist	30.04	
12030	EKG Technician	27.99	
12035	Electroneurodiagnostic Technologist	27.99	
12040	Emergency Medical Technician	18.11	
12071	Licensed Practical Nurse I	16.50	
12072	Licensed Practical Nurse II	18.47	
12073	Licensed Practical Nurse III	20.59	
12100	Medical Assistant	14.07	***
12130	Medical Laboratory Technician	22.61	
12160	Medical Record Clerk	15.35	***
12190	Medical Record Technician	17.16	
12195	Medical Transcriptionist	16.50	
12210	Nuclear Medicine Technologist	40.58	
12221	Nursing Assistant I	11.15	***
12222	Nursing Assistant II	12.53	***
12223	Nursing Assistant III	13.68	***
12224	Nursing Assistant IV	15.35	***
12235	Optical Dispenser	18.47	
12236	Optical Technician	16.67	
12250	Pharmacy Technician	16.56	
12280	Phlebotomist	15.66	***
12305	Radiologic Technologist	22.57	
12311	Registered Nurse I	23.60	
12312	Registered Nurse II	28.87	
12313	Registered Nurse II, Specialist	28.87	
12314	Registered Nurse III	34.92	
12315	Registered Nurse III, Anesthetist	34.92	
12316	Registered Nurse IV	41.87	
12317	Scheduler (Drug and Alcohol Testing)	22.44	
12320	Substance Abuse Treatment Counselor	14.78	***

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.19	
13012	Exhibits Specialist II	22.54	
13013	Exhibits Specialist III	27.57	
13041	Illustrator I	18.19	
13042	Illustrator II	22.54	
13043	Illustrator III	27.57	
13047	Librarian	24.96	
13050	Library Aide/Clerk	13.15	***
13054	Library Information Technology Systems Administrator	22.54	
13058	Library Technician	15.20	***
13061	Media Specialist I	16.27	
13062	Media Specialist II	18.19	
13063	Media Specialist III	20.28	
13071	Photographer I	16.27	
13072	Photographer II	18.19	
13073	Photographer III	22.54	
13074	Photographer IV	27.57	
13075	Photographer V	33.36	
13090	Technical Order Library Clerk	16.52	
13110	Video Teleconference Technician	16.44	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.24	
14042	Computer Operator II	20.41	
14043	Computer Operator III	23.25	

14044	Computer Operator IV		29.71
14045	Computer Operator V		29.92
14071	Computer Programmer I	(see 1)	20.08
14072	Computer Programmer II	(see 1)	24.87
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.24
14160	Personal Computer Support Technician		29.71
14170	System Support Specialist		24.31

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.78	
15020	Aircrew Training Devices Instructor (Rated)		37.23	
15030	Air Crew Training Devices Instructor (Pilot)		44.64	
15050	Computer Based Training Specialist / Instructor		30.78	
15060	Educational Technologist		29.04	
15070	Flight Instructor (Pilot)		44.64	
15080	Graphic Artist		31.81	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.64	
15086	Maintenance Test Pilot, Rotary Wing		44.64	
15088	Non-Maintenance Test/Co-Pilot		44.64	
15090	Technical Instructor		25.99	
15095	Technical Instructor/Course Developer		31.81	
15110	Test Proctor		21.00	
15120	Tutor		21.00	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		9.44	***
16030	Counter Attendant		9.44	***
16040	Dry Cleaner		11.01	***
16070	Finisher, Flatwork, Machine		9.44	***
16090	Presser, Hand		9.44	***
16110	Presser, Machine, Drycleaning		9.44	***
16130	Presser, Machine, Shirts		9.44	***
16160	Presser, Machine, Wearing Apparel, Laundry		9.44	***
16190	Sewing Machine Operator		11.57	***
16220	Tailor		12.09	***
16250	Washer, Machine		9.95	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		21.00	
19040	Tool And Die Maker		25.84	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.44	
21030	Material Coordinator		21.92	
21040	Material Expediter		21.92	
21050	Material Handling Laborer		13.74	***
21071	Order Filler		12.40	***
21080	Production Line Worker (Food Processing)		17.44	
21110	Shipping Packer		15.11	***
21130	Shipping/Receiving Clerk		15.11	***
21140	Store Worker I		10.93	***
21150	Stock Clerk		16.16	***
21210	Tools And Parts Attendant		17.44	
21410	Warehouse Specialist		17.44	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		23.63	

23019	Aircraft Logs and Records Technician	18.26	
23021	Aircraft Mechanic I	22.40	
23022	Aircraft Mechanic II	23.63	
23023	Aircraft Mechanic III	24.74	
23040	Aircraft Mechanic Helper	15.27	***
23050	Aircraft, Painter	21.00	
23060	Aircraft Servicer	18.26	
23070	Aircraft Survival Flight Equipment Technician	21.00	
23080	Aircraft Worker	19.72	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	19.72	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	22.40	
23110	Appliance Mechanic	21.00	
23120	Bicycle Repairer	16.78	
23125	Cable Splicer	33.56	
23130	Carpenter, Maintenance	20.90	
23140	Carpet Layer	19.72	
23160	Electrician, Maintenance	25.59	
23181	Electronics Technician Maintenance I	20.46	
23182	Electronics Technician Maintenance II	21.52	
23183	Electronics Technician Maintenance III	22.69	
23260	Fabric Worker	18.26	
23290	Fire Alarm System Mechanic	22.40	
23310	Fire Extinguisher Repairer	16.78	
23311	Fuel Distribution System Mechanic	22.09	
23312	Fuel Distribution System Operator	16.78	
23370	General Maintenance Worker	16.27	
23380	Ground Support Equipment Mechanic	22.40	
23381	Ground Support Equipment Servicer	18.26	
23382	Ground Support Equipment Worker	19.72	
23391	Gunsmith I	16.78	
23392	Gunsmith II	19.72	
23393	Gunsmith III	22.40	
23410	Heating, Ventilation And Air-Conditioning Mechanic	17.93	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.90	
23430	Heavy Equipment Mechanic	23.61	
23440	Heavy Equipment Operator	18.58	
23460	Instrument Mechanic	22.40	
23465	Laboratory/Shelter Mechanic	21.00	
23470	Laborer	13.74	***
23510	Locksmith	21.00	
23530	Machinery Maintenance Mechanic	23.45	
23550	Machinist, Maintenance	21.35	
23580	Maintenance Trades Helper	11.84	***
23591	Metrology Technician I	22.40	
23592	Metrology Technician II	23.63	
23593	Metrology Technician III	24.74	
23640	Millwright	23.63	
23710	Office Appliance Repairer	21.00	
23760	Painter, Maintenance	16.87	
23790	Pipefitter, Maintenance	23.42	
23810	Plumber, Maintenance	21.95	
23820	Pneudraulic Systems Mechanic	22.40	
23850	Rigger	22.40	
23870	Scale Mechanic	19.72	
23890	Sheet-Metal Worker, Maintenance	22.40	
23910	Small Engine Mechanic	19.72	
23931	Telecommunications Mechanic I	34.30	
23932	Telecommunications Mechanic II	36.18	
23950	Telephone Lineman	22.40	
23960	Welder, Combination, Maintenance	21.96	
23965	Well Driller	22.40	
23970	Woodcraft Worker	22.40	
23980	Woodworker	16.78	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.83	***
24570	Child Care Attendant	9.06	***
24580	Child Care Center Clerk	11.29	***

24610	Chore Aide	10.62	***
24620	Family Readiness And Support Services Coordinator	13.83	***
24630	Homemaker	13.83	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.94	
25040	Sewage Plant Operator	17.66	
25070	Stationary Engineer	22.94	
25190	Ventilation Equipment Tender	15.63	***
25210	Water Treatment Plant Operator	17.66	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.84	***
27007	Baggage Inspector	12.09	***
27008	Corrections Officer	13.86	***
27010	Court Security Officer	15.34	***
27030	Detection Dog Handler	13.68	***
27040	Detention Officer	13.86	***
27070	Firefighter	16.94	
27101	Guard I	12.09	***
27102	Guard II	13.68	***
27131	Police Officer I	17.84	
27132	Police Officer II	19.83	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	19.45	
28042	Carnival Equipment Repairer	21.31	
28043	Carnival Worker	13.78	***
28210	Gate Attendant/Gate Tender	14.00	***
28310	Lifeguard	12.11	***
28350	Park Attendant (Aide)	15.66	***
28510	Recreation Aide/Health Facility Attendant	11.43	***
28515	Recreation Specialist	18.23	
28630	Sports Official	12.47	***
28690	Swimming Pool Operator	25.65	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.45	
29020	Hatch Tender	22.45	
29030	Line Handler	22.45	
29041	Stevedore I	20.76	
29042	Stevedore II	23.86	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	20.89	
30022	Archeological Technician II	23.38	
30023	Archeological Technician III	28.96	
30030	Cartographic Technician	28.96	
30040	Civil Engineering Technician	18.16	
30051	Cryogenic Technician I	32.07	
30052	Cryogenic Technician II	35.43	
30061	Drafter/CAD Operator I	20.89	
30062	Drafter/CAD Operator II	23.38	
30063	Drafter/CAD Operator III	26.06	
30064	Drafter/CAD Operator IV	32.07	
30081	Engineering Technician I	18.61	
30082	Engineering Technician II	20.89	
30083	Engineering Technician III	23.38	
30084	Engineering Technician IV	28.96	

30085	Engineering Technician V		35.43
30086	Engineering Technician VI		42.86
30090	Environmental Technician		28.96
30095	Evidence Control Specialist		28.96
30210	Laboratory Technician		26.62
30221	Latent Fingerprint Technician I		32.07
30222	Latent Fingerprint Technician II		35.43
30240	Mathematical Technician		28.96
30361	Paralegal/Legal Assistant I		19.84
30362	Paralegal/Legal Assistant II		24.58
30363	Paralegal/Legal Assistant III		30.07
30364	Paralegal/Legal Assistant IV		36.38
30375	Petroleum Supply Specialist		35.43
30390	Photo-Optics Technician		28.96
30395	Radiation Control Technician		35.43
30461	Technical Writer I		28.96
30462	Technical Writer II		35.43
30463	Technical Writer III		42.86
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		32.07
30502	Weather Forecaster II		39.02
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	26.06
30621	Weather Observer, Senior	(see 2)	28.96

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	11.89	***
31030	Bus Driver	17.68	
31043	Driver Courier	13.86	***
31260	Parking and Lot Attendant	11.38	***
31290	Shuttle Bus Driver	13.84	***
31310	Taxi Driver	11.98	***
31361	Truckdriver, Light	15.22	***
31362	Truckdriver, Medium	16.63	
31363	Truckdriver, Heavy	22.11	
31364	Truckdriver, Tractor-Trailer	22.11	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.18	***
99050	Desk Clerk	9.97	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	17.01	
99252	Laboratory Animal Caretaker II	18.68	
99260	Marketing Analyst	26.17	
99310	Mortician	26.22	
99410	Pest Controller	18.63	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.80	***
99711	Recycling Specialist	19.64	
99730	Refuse Collector	13.89	***
99810	Sales Clerk	11.98	***
99820	School Crossing Guard	12.69	***
99830	Survey Party Chief	22.37	
99831	Surveying Aide	16.27	
99832	Surveying Technician	20.33	
99840	Vending Machine Attendant	13.54	***
99841	Vending Machine Repairer	16.62	
99842	Vending Machine Repairer Helper	13.54	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5823

States/Territories. : Mississippi

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi County of Attala

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.11	***
01012	Accounting Clerk II	15.84	***
01013	Accounting Clerk III	17.72	***
01020	Administrative Assistant	22.52	
01035	Court Reporter	17.32	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.41	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	
01060	Dispatcher, Motor Vehicle	20.21	
01070	Document Preparation Clerk	13.79	***
01090	Duplicating Machine Operator	13.79	***
01111	General Clerk I	13.05	***
01112	General Clerk II	14.24	***
01113	General Clerk III	15.98	***
01120	Housing Referral Assistant	19.31	
01141	Messenger Courier	12.51	***
01191	Order Clerk I	14.74	***
01192	Order Clerk II	16.08	***
01261	Personnel Assistant (Employment) I	15.66	***

01262	Personnel Assistant (Employment) II	17.52	
01263	Personnel Assistant (Employment) III	19.53	
01270	Production Control Clerk	19.50	
01290	Rental Clerk	13.20	***
01300	Scheduler, Maintenance	15.49	***
01311	Secretary I	15.49	***
01312	Secretary II	17.32	
01313	Secretary III	19.31	
01320	Service Order Dispatcher	18.06	
01410	Supply Technician	22.52	
01420	Survey Worker	13.97	***
01460	Switchboard Operator/Receptionist	13.51	***
01531	Travel Clerk I	12.72	***
01532	Travel Clerk II	13.54	***
01533	Travel Clerk III	14.58	***
01611	Word Processor I	13.79	***
01612	Word Processor II	15.49	***
01613	Word Processor III	17.32	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.08	
05010	Automotive Electrician	17.13	
05040	Automotive Glass Installer	16.21	
05070	Automotive Worker	16.21	
05110	Mobile Equipment Servicer	14.24	***
05130	Motor Equipment Metal Mechanic	18.03	
05160	Motor Equipment Metal Worker	16.21	
05190	Motor Vehicle Mechanic	17.58	
05220	Motor Vehicle Mechanic Helper	13.16	***
05250	Motor Vehicle Upholstery Worker	15.14	***
05280	Motor Vehicle Wrecker	16.21	
05310	Painter, Automotive	17.13	
05340	Radiator Repair Specialist	16.21	
05370	Tire Repairer	14.24	***
05400	Transmission Repair Specialist	18.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	11.52	***
07041	Cook I	9.81	***
07042	Cook II	11.36	***
07070	Dishwasher	9.36	***
07130	Food Service Worker	9.71	***
07210	Meat Cutter	16.55	
07260	Waiter/Waitress	9.57	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.83	
09040	Furniture Handler	11.02	***
09080	Furniture Refinisher	17.80	
09090	Furniture Refinisher Helper	13.33	***
09110	Furniture Repairer, Minor	15.61	***
09130	Upholsterer	17.77	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.42	***
11060	Elevator Operator	11.25	***
11090	Gardener	17.42	
11122	Housekeeping Aide	10.95	***
11150	Janitor	10.95	***
11210	Laborer, Grounds Maintenance	13.29	***
11240	Maid or Houseman	10.26	***
11260	Pruner	11.96	***
11270	Tractor Operator	16.06	***
11330	Trail Maintenance Worker	13.29	***

11360	Window Cleaner	12.17	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.23	
12011	Breath Alcohol Technician	18.43	
12012	Certified Occupational Therapist Assistant	29.72	
12015	Certified Physical Therapist Assistant	23.59	
12020	Dental Assistant	15.66	***
12025	Dental Hygienist	30.04	
12030	EKG Technician	21.41	
12035	Electroneurodiagnostic Technologist	21.41	
12040	Emergency Medical Technician	16.23	
12071	Licensed Practical Nurse I	16.48	
12072	Licensed Practical Nurse II	18.43	
12073	Licensed Practical Nurse III	20.54	
12100	Medical Assistant	14.85	***
12130	Medical Laboratory Technician	21.74	
12160	Medical Record Clerk	14.75	***
12190	Medical Record Technician	16.51	
12195	Medical Transcriptionist	16.85	
12210	Nuclear Medicine Technologist	32.69	
12221	Nursing Assistant I	11.16	***
12222	Nursing Assistant II	12.54	***
12223	Nursing Assistant III	13.69	***
12224	Nursing Assistant IV	15.36	***
12235	Optical Dispenser	16.78	
12236	Optical Technician	16.48	
12250	Pharmacy Technician	15.94	***
12280	Phlebotomist	14.44	***
12305	Radiologic Technologist	22.71	
12311	Registered Nurse I	23.71	
12312	Registered Nurse II	29.00	
12313	Registered Nurse II, Specialist	29.00	
12314	Registered Nurse III	35.08	
12315	Registered Nurse III, Anesthetist	35.08	
12316	Registered Nurse IV	42.05	
12317	Scheduler (Drug and Alcohol Testing)	22.83	
12320	Substance Abuse Treatment Counselor	17.83	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.22	
13012	Exhibits Specialist II	21.32	
13013	Exhibits Specialist III	26.09	
13041	Illustrator I	17.22	
13042	Illustrator II	21.32	
13043	Illustrator III	26.09	
13047	Librarian	23.62	
13050	Library Aide/Clerk	10.94	***
13054	Library Information Technology Systems Administrator	21.32	
13058	Library Technician	13.01	***
13061	Media Specialist I	15.39	***
13062	Media Specialist II	17.22	
13063	Media Specialist III	19.19	
13071	Photographer I	17.22	
13072	Photographer II	19.26	
13073	Photographer III	23.86	
13074	Photographer IV	29.19	
13075	Photographer V	35.32	
13090	Technical Order Library Clerk	15.74	***
13110	Video Teleconference Technician	17.07	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.67	
14042	Computer Operator II	19.78	
14043	Computer Operator III	22.05	
14044	Computer Operator IV	27.01	

14045	Computer Operator V		27.20
14071	Computer Programmer I	(see 1)	20.08
14072	Computer Programmer II	(see 1)	24.87
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.67
14160	Personal Computer Support Technician		27.01
14170	System Support Specialist		27.02

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	30.29	
15020	Aircrew Training Devices Instructor (Rated)	36.64	
15030	Air Crew Training Devices Instructor (Pilot)	43.93	
15050	Computer Based Training Specialist / Instructor	30.29	
15060	Educational Technologist	26.05	
15070	Flight Instructor (Pilot)	43.93	
15080	Graphic Artist	20.31	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.93	
15086	Maintenance Test Pilot, Rotary Wing	43.93	
15088	Non-Maintenance Test/Co-Pilot	43.93	
15090	Technical Instructor	21.38	
15095	Technical Instructor/Course Developer	25.93	
15110	Test Proctor	17.03	
15120	Tutor	17.03	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	9.55	***
16030	Counter Attendant	9.55	***
16040	Dry Cleaner	10.97	***
16070	Finisher, Flatwork, Machine	9.55	***
16090	Presser, Hand	9.55	***
16110	Presser, Machine, Drycleaning	9.55	***
16130	Presser, Machine, Shirts	9.55	***
16160	Presser, Machine, Wearing Apparel, Laundry	9.55	***
16190	Sewing Machine Operator	11.45	***
16220	Tailor	11.98	***
16250	Washer, Machine	9.97	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	20.39	
19040	Tool And Die Maker	24.71	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.18	***
21030	Material Coordinator	19.50	
21040	Material Expediter	19.50	
21050	Material Handling Laborer	13.73	***
21071	Order Filler	12.94	***
21080	Production Line Worker (Food Processing)	16.18	***
21110	Shipping Packer	14.41	***
21130	Shipping/Receiving Clerk	14.41	***
21140	Store Worker I	12.07	***
21150	Stock Clerk	16.72	
21210	Tools And Parts Attendant	16.18	***
21410	Warehouse Specialist	16.18	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.04	
23019	Aircraft Logs and Records Technician	22.34	

23021	Aircraft Mechanic I	26.60	
23022	Aircraft Mechanic II	28.04	
23023	Aircraft Mechanic III	29.37	
23040	Aircraft Mechanic Helper	19.40	
23050	Aircraft, Painter	24.17	
23060	Aircraft Servicer	22.34	
23070	Aircraft Survival Flight Equipment Technician	24.17	
23080	Aircraft Worker	23.94	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.94	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.60	
23110	Appliance Mechanic	19.97	
23120	Bicycle Repairer	16.23	
23125	Cable Splicer	29.10	
23130	Carpenter, Maintenance	17.76	
23140	Carpet Layer	18.30	
23160	Electrician, Maintenance	22.67	
23181	Electronics Technician Maintenance I	26.05	
23182	Electronics Technician Maintenance II	27.69	
23183	Electronics Technician Maintenance III	29.35	
23260	Fabric Worker	19.33	
23290	Fire Alarm System Mechanic	19.79	
23310	Fire Extinguisher Repairer	16.23	
23311	Fuel Distribution System Mechanic	25.48	
23312	Fuel Distribution System Operator	19.55	
23370	General Maintenance Worker	17.55	
23380	Ground Support Equipment Mechanic	26.60	
23381	Ground Support Equipment Servicer	22.34	
23382	Ground Support Equipment Worker	23.94	
23391	Gunsmith I	16.23	
23392	Gunsmith II	18.79	
23393	Gunsmith III	21.17	
23410	Heating, Ventilation And Air-Conditioning Mechanic	17.93	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.90	
23430	Heavy Equipment Mechanic	22.84	
23440	Heavy Equipment Operator	18.44	
23460	Instrument Mechanic	21.17	
23465	Laboratory/Shelter Mechanic	19.97	
23470	Laborer	13.73	***
23510	Locksmith	19.97	
23530	Machinery Maintenance Mechanic	22.96	
23550	Machinist, Maintenance	20.94	
23580	Maintenance Trades Helper	13.96	***
23591	Metrology Technician I	21.17	
23592	Metrology Technician II	22.30	
23593	Metrology Technician III	23.42	
23640	Millwright	22.77	
23710	Office Appliance Repairer	19.75	
23760	Painter, Maintenance	16.66	
23790	Pipefitter, Maintenance	23.11	
23810	Plumber, Maintenance	21.80	
23820	Pneudraulic Systems Mechanic	21.17	
23850	Rigger	20.62	
23870	Scale Mechanic	18.79	
23890	Sheet-Metal Worker, Maintenance	18.37	
23910	Small Engine Mechanic	18.79	
23931	Telecommunications Mechanic I	27.64	
23932	Telecommunications Mechanic II	29.11	
23950	Telephone Lineman	21.41	
23960	Welder, Combination, Maintenance	18.13	
23965	Well Driller	21.17	
23970	Woodcraft Worker	21.17	
23980	Woodworker	16.23	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.84	***
24570	Child Care Attendant	9.34	***
24580	Child Care Center Clerk	11.64	***
24610	Chore Aide	10.62	***

24620	Family Readiness And Support Services Coordinator	13.84	***
24630	Homemaker	13.84	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.09	
25040	Sewage Plant Operator	20.09	
25070	Stationary Engineer	23.09	
25190	Ventilation Equipment Tender	16.31	
25210	Water Treatment Plant Operator	20.09	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	13.86	***
27007	Baggage Inspector	11.12	***
27008	Corrections Officer	13.84	***
27010	Court Security Officer	15.34	***
27030	Detection Dog Handler	13.23	***
27040	Detention Officer	13.84	***
27070	Firefighter	16.94	
27101	Guard I	11.12	***
27102	Guard II	13.23	***
27131	Police Officer I	18.47	
27132	Police Officer II	20.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.67	***
28042	Carnival Equipment Repairer	15.89	***
28043	Carnival Worker	10.91	***
28210	Gate Attendant/Gate Tender	15.43	***
28310	Lifeguard	12.11	***
28350	Park Attendant (Aide)	17.27	
28510	Recreation Aide/Health Facility Attendant	12.61	***
28515	Recreation Specialist	21.01	
28630	Sports Official	13.75	***
28690	Swimming Pool Operator	18.41	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.06	
29020	Hatch Tender	22.06	
29030	Line Handler	22.06	
29041	Stevedore I	20.56	
29042	Stevedore II	23.44	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.20	
30022	Archeological Technician II	19.25	
30023	Archeological Technician III	23.84	
30030	Cartographic Technician	23.84	
30040	Civil Engineering Technician	18.97	
30051	Cryogenic Technician I	26.40	
30052	Cryogenic Technician II	29.15	
30061	Drafter/CAD Operator I	17.20	
30062	Drafter/CAD Operator II	19.25	
30063	Drafter/CAD Operator III	21.92	
30064	Drafter/CAD Operator IV	26.40	
30081	Engineering Technician I	15.04	***
30082	Engineering Technician II	16.88	
30083	Engineering Technician III	18.88	
30084	Engineering Technician IV	23.40	
30085	Engineering Technician V	28.82	

30086	Engineering Technician VI	34.63
30090	Environmental Technician	23.84
30095	Evidence Control Specialist	23.84
30210	Laboratory Technician	23.77
30221	Latent Fingerprint Technician I	26.40
30222	Latent Fingerprint Technician II	29.15
30240	Mathematical Technician	23.84
30361	Paralegal/Legal Assistant I	18.76
30362	Paralegal/Legal Assistant II	23.25
30363	Paralegal/Legal Assistant III	28.44
30364	Paralegal/Legal Assistant IV	33.85
30375	Petroleum Supply Specialist	29.15
30390	Photo-Optics Technician	23.84
30395	Radiation Control Technician	29.15
30461	Technical Writer I	23.84
30462	Technical Writer II	29.15
30463	Technical Writer III	35.28
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	26.40
30502	Weather Forecaster II	32.11
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 21.92
30621	Weather Observer, Senior	(see 2) 23.55

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	10.74	***
31030	Bus Driver	15.19	***
31043	Driver Courier	15.70	***
31260	Parking and Lot Attendant	11.94	***
31290	Shuttle Bus Driver	15.09	***
31310	Taxi Driver	10.24	***
31361	Truckdriver, Light	17.03	
31362	Truckdriver, Medium	18.37	
31363	Truckdriver, Heavy	22.36	
31364	Truckdriver, Tractor-Trailer	22.36	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	9.35	***
99050	Desk Clerk	9.68	***
99095	Embalmer	24.65	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	11.82	***
99252	Laboratory Animal Caretaker II	12.83	***
99260	Marketing Analyst	24.81	
99310	Mortician	24.65	
99410	Pest Controller	19.64	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.18	***
99711	Recycling Specialist	19.55	
99730	Refuse Collector	14.56	***
99810	Sales Clerk	11.98	***
99820	School Crossing Guard	13.58	***
99830	Survey Party Chief	26.05	
99831	Surveying Aide	18.96	
99832	Surveying Technician	23.68	
99840	Vending Machine Attendant	17.05	
99841	Vending Machine Repairer	21.43	
99842	Vending Machine Repairer Helper	17.05	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5071

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Bollinger, Cape Girardeau

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	13.97	***
01012	Accounting Clerk II	15.68	***
01013	Accounting Clerk III	17.54	
01020	Administrative Assistant	24.43	
01035	Court Reporter	16.11	***
01041	Customer Service Representative I	13.05	***
01042	Customer Service Representative II	14.24	***
01043	Customer Service Representative III	15.98	***
01051	Data Entry Operator I	14.41	***
01052	Data Entry Operator II	15.72	***
01060	Dispatcher, Motor Vehicle	17.91	
01070	Document Preparation Clerk	12.83	***
01090	Duplicating Machine Operator	12.83	***
01111	General Clerk I	13.16	***
01112	General Clerk II	14.36	***
01113	General Clerk III	16.12	***
01120	Housing Referral Assistant	17.96	
01141	Messenger Courier	12.60	***
01191	Order Clerk I	11.76	***
01192	Order Clerk II	12.83	***
01261	Personnel Assistant (Employment) I	15.81	***

01262	Personnel Assistant (Employment) II	17.68	
01263	Personnel Assistant (Employment) III	19.92	
01270	Production Control Clerk	25.52	
01290	Rental Clerk	15.27	***
01300	Scheduler, Maintenance	14.40	***
01311	Secretary I	14.40	***
01312	Secretary II	16.11	***
01313	Secretary III	17.96	
01320	Service Order Dispatcher	15.99	***
01410	Supply Technician	24.43	
01420	Survey Worker	15.86	***
01460	Switchboard Operator/Receptionist	13.40	***
01531	Travel Clerk I	13.49	***
01532	Travel Clerk II	14.43	***
01533	Travel Clerk III	15.38	***
01611	Word Processor I	12.83	***
01612	Word Processor II	14.40	***
01613	Word Processor III	16.11	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.56	
05010	Automotive Electrician	16.87	
05040	Automotive Glass Installer	15.98	***
05070	Automotive Worker	15.98	***
05110	Mobile Equipment Servicer	14.19	***
05130	Motor Equipment Metal Mechanic	17.52	
05160	Motor Equipment Metal Worker	15.98	***
05190	Motor Vehicle Mechanic	17.52	
05220	Motor Vehicle Mechanic Helper	13.33	***
05250	Motor Vehicle Upholstery Worker	15.36	***
05280	Motor Vehicle Wrecker	15.98	***
05310	Painter, Automotive	16.78	
05340	Radiator Repair Specialist	15.98	***
05370	Tire Repairer	13.92	***
05400	Transmission Repair Specialist	17.52	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	20.26	
07041	Cook I	11.07	***
07042	Cook II	12.83	***
07070	Dishwasher	10.78	***
07130	Food Service Worker	11.23	***
07210	Meat Cutter	15.59	***
07260	Waiter/Waitress	10.39	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.56	
09040	Furniture Handler	14.00	***
09080	Furniture Refinisher	21.56	
09090	Furniture Refinisher Helper	17.25	
09110	Furniture Repairer, Minor	19.38	
09130	Upholsterer	21.37	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.12	***
11060	Elevator Operator	12.78	***
11090	Gardener	19.08	
11122	Housekeeping Aide	12.78	***
11150	Janitor	12.78	***
11210	Laborer, Grounds Maintenance	13.96	***
11240	Maid or Houseman	11.06	***
11260	Pruner	12.26	***
11270	Tractor Operator	17.40	
11330	Trail Maintenance Worker	13.96	***

11360	Window Cleaner	14.55	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.96	
12011	Breath Alcohol Technician	18.71	
12012	Certified Occupational Therapist Assistant	26.85	
12015	Certified Physical Therapist Assistant	26.82	
12020	Dental Assistant	17.28	
12025	Dental Hygienist	37.70	
12030	EKG Technician	28.36	
12035	Electroneurodiagnostic Technologist	28.36	
12040	Emergency Medical Technician	17.96	
12071	Licensed Practical Nurse I	16.73	
12072	Licensed Practical Nurse II	18.71	
12073	Licensed Practical Nurse III	20.86	
12100	Medical Assistant	14.25	***
12130	Medical Laboratory Technician	18.26	
12160	Medical Record Clerk	16.19	***
12190	Medical Record Technician	18.11	
12195	Medical Transcriptionist	16.97	
12210	Nuclear Medicine Technologist	41.13	
12221	Nursing Assistant I	11.90	***
12222	Nursing Assistant II	13.38	***
12223	Nursing Assistant III	14.60	***
12224	Nursing Assistant IV	16.38	
12235	Optical Dispenser	17.96	
12236	Optical Technician	16.73	
12250	Pharmacy Technician	14.22	***
12280	Phlebotomist	15.07	***
12305	Radiologic Technologist	28.02	
12311	Registered Nurse I	23.80	
12312	Registered Nurse II	29.11	
12313	Registered Nurse II, Specialist	29.11	
12314	Registered Nurse III	35.21	
12315	Registered Nurse III, Anesthetist	35.21	
12316	Registered Nurse IV	42.21	
12317	Scheduler (Drug and Alcohol Testing)	23.18	
12320	Substance Abuse Treatment Counselor	18.14	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.13	
13012	Exhibits Specialist II	22.20	
13013	Exhibits Specialist III	25.91	
13041	Illustrator I	18.13	
13042	Illustrator II	22.20	
13043	Illustrator III	25.91	
13047	Librarian	23.45	
13050	Library Aide/Clerk	12.76	***
13054	Library Information Technology Systems Administrator	21.18	
13058	Library Technician	16.89	
13061	Media Specialist I	15.28	***
13062	Media Specialist II	17.09	
13063	Media Specialist III	19.05	
13071	Photographer I	15.28	***
13072	Photographer II	17.09	
13073	Photographer III	21.18	
13074	Photographer IV	25.91	
13075	Photographer V	31.34	
13090	Technical Order Library Clerk	16.02	***
13110	Video Teleconference Technician	15.28	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.74	***
14042	Computer Operator II	17.61	
14043	Computer Operator III	19.64	
14044	Computer Operator IV	21.82	

14045	Computer Operator V		24.16
14071	Computer Programmer I	(see 1)	16.94
14072	Computer Programmer II	(see 1)	20.98
14073	Computer Programmer III	(see 1)	25.67
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.74 ***
14160	Personal Computer Support Technician		21.82
14170	System Support Specialist		24.16

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.62	
15020	Aircrew Training Devices Instructor (Rated)	34.61	
15030	Air Crew Training Devices Instructor (Pilot)	41.21	
15050	Computer Based Training Specialist / Instructor	28.62	
15060	Educational Technologist	27.37	
15070	Flight Instructor (Pilot)	41.21	
15080	Graphic Artist	21.46	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	41.21	
15086	Maintenance Test Pilot, Rotary Wing	41.21	
15088	Non-Maintenance Test/Co-Pilot	41.21	
15090	Technical Instructor	23.38	
15095	Technical Instructor/Course Developer	28.60	
15110	Test Proctor	18.87	
15120	Tutor	18.87	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.65	***
16030	Counter Attendant	12.65	***
16040	Dry Cleaner	15.11	***
16070	Finisher, Flatwork, Machine	12.65	***
16090	Presser, Hand	12.65	***
16110	Presser, Machine, Drycleaning	12.65	***
16130	Presser, Machine, Shirts	12.65	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.65	***
16190	Sewing Machine Operator	15.74	***
16220	Tailor	16.37	
16250	Washer, Machine	13.70	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	23.51	
19040	Tool And Die Maker	27.48	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	16.53	
21030	Material Coordinator	25.39	
21040	Material Expediter	25.39	
21050	Material Handling Laborer	14.15	***
21071	Order Filler	13.63	***
21080	Production Line Worker (Food Processing)	16.53	
21110	Shipping Packer	14.36	***
21130	Shipping/Receiving Clerk	14.36	***
21140	Store Worker I	13.39	***
21150	Stock Clerk	20.02	
21210	Tools And Parts Attendant	16.53	
21410	Warehouse Specialist	16.53	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	25.54	
23019	Aircraft Logs and Records Technician	20.91	

23021	Aircraft Mechanic I	24.61	
23022	Aircraft Mechanic II	25.54	
23023	Aircraft Mechanic III	26.51	
23040	Aircraft Mechanic Helper	17.66	
23050	Aircraft, Painter	23.57	
23060	Aircraft Servicer	20.91	
23070	Aircraft Survival Flight Equipment Technician	23.57	
23080	Aircraft Worker	22.45	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.45	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.61	
23110	Appliance Mechanic	23.55	
23120	Bicycle Repairer	19.32	
23125	Cable Splicer	36.56	
23130	Carpenter, Maintenance	23.84	
23140	Carpet Layer	22.45	
23160	Electrician, Maintenance	25.72	
23181	Electronics Technician Maintenance I	22.45	
23182	Electronics Technician Maintenance II	23.57	
23183	Electronics Technician Maintenance III	24.61	
23260	Fabric Worker	20.86	
23290	Fire Alarm System Mechanic	24.54	
23310	Fire Extinguisher Repairer	19.32	
23311	Fuel Distribution System Mechanic	24.61	
23312	Fuel Distribution System Operator	19.36	
23370	General Maintenance Worker	17.18	
23380	Ground Support Equipment Mechanic	24.61	
23381	Ground Support Equipment Servicer	20.91	
23382	Ground Support Equipment Worker	22.45	
23391	Gunsmith I	19.32	
23392	Gunsmith II	22.39	
23393	Gunsmith III	24.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.45	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.37	
23430	Heavy Equipment Mechanic	26.54	
23440	Heavy Equipment Operator	22.48	
23460	Instrument Mechanic	24.54	
23465	Laboratory/Shelter Mechanic	23.51	
23470	Laborer	14.57	***
23510	Locksmith	23.57	
23530	Machinery Maintenance Mechanic	23.38	
23550	Machinist, Maintenance	19.94	
23580	Maintenance Trades Helper	17.61	
23591	Metrology Technician I	24.54	
23592	Metrology Technician II	25.48	
23593	Metrology Technician III	26.51	
23640	Millwright	24.54	
23710	Office Appliance Repairer	23.51	
23760	Painter, Maintenance	23.34	
23790	Pipefitter, Maintenance	26.04	
23810	Plumber, Maintenance	23.15	
23820	Pneudraulic Systems Mechanic	24.54	
23850	Rigger	24.54	
23870	Scale Mechanic	22.39	
23890	Sheet-Metal Worker, Maintenance	29.13	
23910	Small Engine Mechanic	22.39	
23931	Telecommunications Mechanic I	32.79	
23932	Telecommunications Mechanic II	34.03	
23950	Telephone Lineman	26.42	
23960	Welder, Combination, Maintenance	18.07	
23965	Well Driller	24.54	
23970	Woodcraft Worker	24.54	
23980	Woodworker	19.32	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.91	***
24570	Child Care Attendant	10.73	***
24580	Child Care Center Clerk	13.67	***
24610	Chore Aide	11.10	***

24620	Family Readiness And Support Services Coordinator	14.91	***
24630	Homemaker	15.63	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.54	
25040	Sewage Plant Operator	23.24	
25070	Stationary Engineer	24.54	
25190	Ventilation Equipment Tender	17.61	
25210	Water Treatment Plant Operator	23.24	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.87	
27007	Baggage Inspector	16.01	***
27008	Corrections Officer	19.98	
27010	Court Security Officer	19.47	
27030	Detection Dog Handler	17.90	
27040	Detention Officer	19.98	
27070	Firefighter	18.93	
27101	Guard I	16.01	***
27102	Guard II	17.90	
27131	Police Officer I	21.19	
27132	Police Officer II	23.55	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.61	***
28042	Carnival Equipment Repairer	16.03	***
28043	Carnival Worker	10.30	***
28210	Gate Attendant/Gate Tender	15.94	***
28310	Lifeguard	13.37	***
28350	Park Attendant (Aide)	17.84	
28510	Recreation Aide/Health Facility Attendant	13.02	***
28515	Recreation Specialist	22.10	
28630	Sports Official	14.21	***
28690	Swimming Pool Operator	18.58	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.45	
29020	Hatch Tender	22.45	
29030	Line Handler	22.45	
29041	Stevedore I	20.91	
29042	Stevedore II	23.57	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	15.43	***
30022	Archeological Technician II	18.51	
30023	Archeological Technician III	22.93	
30030	Cartographic Technician	22.93	
30040	Civil Engineering Technician	19.46	
30051	Cryogenic Technician I	21.24	
30052	Cryogenic Technician II	23.46	
30061	Drafter/CAD Operator I	15.43	***
30062	Drafter/CAD Operator II	18.51	
30063	Drafter/CAD Operator III	20.64	
30064	Drafter/CAD Operator IV	25.40	
30081	Engineering Technician I	13.62	***
30082	Engineering Technician II	15.82	***
30083	Engineering Technician III	20.33	
30084	Engineering Technician IV	25.19	
30085	Engineering Technician V	30.82	

30086	Engineering Technician VI	37.29
30090	Environmental Technician	22.93
30095	Evidence Control Specialist	19.18
30210	Laboratory Technician	20.64
30221	Latent Fingerprint Technician I	21.24
30222	Latent Fingerprint Technician II	23.46
30240	Mathematical Technician	22.93
30361	Paralegal/Legal Assistant I	16.32
30362	Paralegal/Legal Assistant II	19.97
30363	Paralegal/Legal Assistant III	24.73
30364	Paralegal/Legal Assistant IV	29.93
30375	Petroleum Supply Specialist	23.46
30390	Photo-Optics Technician	22.93
30395	Radiation Control Technician	23.46
30461	Technical Writer I	21.40
30462	Technical Writer II	26.16
30463	Technical Writer III	31.93
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.40
30502	Weather Forecaster II	30.90
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.64
30621	Weather Observer, Senior	(see 2) 22.18

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.83	***
31030	Bus Driver	18.72	
31043	Driver Courier	14.86	***
31260	Parking and Lot Attendant	11.26	***
31290	Shuttle Bus Driver	15.41	***
31310	Taxi Driver	12.02	***
31361	Truckdriver, Light	16.30	
31362	Truckdriver, Medium	17.60	
31363	Truckdriver, Heavy	21.86	
31364	Truckdriver, Tractor-Trailer	21.86	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.85	***
99050	Desk Clerk	10.88	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.46	***
99252	Laboratory Animal Caretaker II	14.76	***
99260	Marketing Analyst	26.55	
99310	Mortician	26.22	
99410	Pest Controller	23.40	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.46	
99711	Recycling Specialist	24.26	
99730	Refuse Collector	17.09	
99810	Sales Clerk	12.63	***
99820	School Crossing Guard	15.67	***
99830	Survey Party Chief	18.08	
99831	Surveying Aide	10.46	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	19.14	
99841	Vending Machine Repairer	24.33	
99842	Vending Machine Repairer Helper	19.14	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5075

States/Territories. : Missouri

Revision No. : 23

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Illinois, Missouri

Area: Illinois Counties of Bond, Calhoun, Clinton, Jersey, Madison, Monroe, St Clair

Missouri Counties of Franklin, Jefferson, Lincoln, St Charles, St Louis, St Louis City, Warren

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	17.27	
01012	Accounting Clerk II	19.40	
01013	Accounting Clerk III	21.69	
01020	Administrative Assistant	29.02	
01035	Court Reporter	30.70	
01041	Customer Service Representative I	14.53	***
01042	Customer Service Representative II	15.90	***
01043	Customer Service Representative III	17.79	
01051	Data Entry Operator I	14.95	***
01052	Data Entry Operator II	16.31	
01060	Dispatcher, Motor Vehicle	22.47	
01070	Document Preparation Clerk	16.85	
01090	Duplicating Machine Operator	16.85	
01111	General Clerk I	14.51	***
01112	General Clerk II	15.83	***
01113	General Clerk III	17.77	
01120	Housing Referral Assistant	22.10	
01141	Messenger Courier	14.29	***

01191	Order Clerk I	16.37	
01192	Order Clerk II	17.86	
01261	Personnel Assistant (Employment) I	17.81	
01262	Personnel Assistant (Employment) II	19.92	
01263	Personnel Assistant (Employment) III	22.21	
01270	Production Control Clerk	25.31	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	17.71	
01311	Secretary I	17.71	
01312	Secretary II	19.82	
01313	Secretary III	22.10	
01320	Service Order Dispatcher	20.10	
01410	Supply Technician	29.02	
01420	Survey Worker	19.05	
01460	Switchboard Operator/Receptionist	15.10	***
01531	Travel Clerk I	17.41	
01532	Travel Clerk II	18.76	
01533	Travel Clerk III	20.01	
01611	Word Processor I	15.93	***
01612	Word Processor II	17.88	
01613	Word Processor III	20.14	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.26	
05010	Automotive Electrician	22.70	
05040	Automotive Glass Installer	21.62	
05070	Automotive Worker	21.62	
05110	Mobile Equipment Servicer	18.65	
05130	Motor Equipment Metal Mechanic	23.70	
05160	Motor Equipment Metal Worker	21.62	
05190	Motor Vehicle Mechanic	23.70	
05220	Motor Vehicle Mechanic Helper	17.01	
05250	Motor Vehicle Upholstery Worker	20.14	
05280	Motor Vehicle Wrecker	21.62	
05310	Painter, Automotive	22.70	
05340	Radiator Repair Specialist	21.62	
05370	Tire Repairer	17.55	
05400	Transmission Repair Specialist	23.70	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.78	***
07041	Cook I	13.24	***
07042	Cook II	15.35	***
07070	Dishwasher	11.59	***
07130	Food Service Worker	11.83	***
07210	Meat Cutter	17.31	
07260	Waiter/Waitress	10.86	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.94	
09040	Furniture Handler	14.00	***
09080	Furniture Refinisher	20.56	
09090	Furniture Refinisher Helper	16.55	
09110	Furniture Repairer, Minor	18.84	
09130	Upholsterer	22.61	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.41	***
11060	Elevator Operator	14.05	***
11090	Gardener	22.05	
11122	Housekeeping Aide	14.05	***
11150	Janitor	14.05	***
11210	Laborer, Grounds Maintenance	16.21	
11240	Maid or Houseman	12.39	***

11260	Pruner	14.25	***
11270	Tractor Operator	20.10	
11330	Trail Maintenance Worker	16.21	
11360	Window Cleaner	15.99	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.10	
12011	Breath Alcohol Technician	20.70	
12012	Certified Occupational Therapist Assistant	29.02	
12015	Certified Physical Therapist Assistant	27.97	
12020	Dental Assistant	19.43	
12025	Dental Hygienist	36.06	
12030	EKG Technician	27.69	
12035	Electroneurodiagnostic Technologist	27.69	
12040	Emergency Medical Technician	20.10	
12071	Licensed Practical Nurse I	18.51	
12072	Licensed Practical Nurse II	20.70	
12073	Licensed Practical Nurse III	23.08	
12100	Medical Assistant	17.49	
12130	Medical Laboratory Technician	23.39	
12160	Medical Record Clerk	20.07	
12190	Medical Record Technician	22.45	
12195	Medical Transcriptionist	19.95	
12210	Nuclear Medicine Technologist	37.24	
12221	Nursing Assistant I	11.55	***
12222	Nursing Assistant II	12.99	***
12223	Nursing Assistant III	14.17	***
12224	Nursing Assistant IV	15.90	***
12235	Optical Dispenser	16.42	
12236	Optical Technician	17.59	
12250	Pharmacy Technician	17.41	
12280	Phlebotomist	17.82	
12305	Radiologic Technologist	28.52	
12311	Registered Nurse I	26.36	
12312	Registered Nurse II	30.84	
12313	Registered Nurse II, Specialist	30.84	
12314	Registered Nurse III	37.31	
12315	Registered Nurse III, Anesthetist	37.31	
12316	Registered Nurse IV	44.73	
12317	Scheduler (Drug and Alcohol Testing)	25.65	
12320	Substance Abuse Treatment Counselor	22.55	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.90	
13012	Exhibits Specialist II	27.12	
13013	Exhibits Specialist III	33.18	
13041	Illustrator I	21.08	
13042	Illustrator II	26.12	
13043	Illustrator III	31.95	
13047	Librarian	30.04	
13050	Library Aide/Clerk	13.57	***
13054	Library Information Technology Systems Administrator	27.12	
13058	Library Technician	18.87	
13061	Media Specialist I	19.58	
13062	Media Specialist II	21.90	
13063	Media Specialist III	24.40	
13071	Photographer I	17.61	
13072	Photographer II	19.70	
13073	Photographer III	24.41	
13074	Photographer IV	29.86	
13075	Photographer V	36.12	
13090	Technical Order Library Clerk	17.24	
13110	Video Teleconference Technician	24.34	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.81	

14042	Computer Operator II		21.03
14043	Computer Operator III		23.44
14044	Computer Operator IV		26.05
14045	Computer Operator V		28.85
14071	Computer Programmer I	(see 1)	24.21
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.28
14160	Personal Computer Support Technician		26.72
14170	System Support Specialist		31.59

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	34.92	
15020	Aircrew Training Devices Instructor (Rated)	42.25	
15030	Air Crew Training Devices Instructor (Pilot)	50.64	
15050	Computer Based Training Specialist / Instructor	34.92	
15060	Educational Technologist	33.72	
15070	Flight Instructor (Pilot)	50.64	
15080	Graphic Artist	26.06	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.66	
15086	Maintenance Test Pilot, Rotary Wing	45.66	
15088	Non-Maintenance Test/Co-Pilot	45.66	
15090	Technical Instructor	25.46	
15095	Technical Instructor/Course Developer	31.15	
15110	Test Proctor	20.56	
15120	Tutor	20.56	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	13.23	***
16030	Counter Attendant	13.23	***
16040	Dry Cleaner	15.11	***
16070	Finisher, Flatwork, Machine	13.23	***
16090	Presser, Hand	13.23	***
16110	Presser, Machine, Drycleaning	13.23	***
16130	Presser, Machine, Shirts	13.23	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.23	***
16190	Sewing Machine Operator	15.74	***
16220	Tailor	16.37	
16250	Washer, Machine	13.86	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.27	
19040	Tool And Die Maker	30.63	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	21.05	
21030	Material Coordinator	25.31	
21040	Material Expediter	25.31	
21050	Material Handling Laborer	19.18	
21071	Order Filler	14.52	***
21080	Production Line Worker (Food Processing)	21.05	
21110	Shipping Packer	17.28	
21130	Shipping/Receiving Clerk	17.28	
21140	Store Worker I	13.63	***
21150	Stock Clerk	20.15	
21210	Tools And Parts Attendant	21.05	
21410	Warehouse Specialist	21.05	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	37.99
23019	Aircraft Logs and Records Technician	31.11
23021	Aircraft Mechanic I	36.59
23022	Aircraft Mechanic II	37.99
23023	Aircraft Mechanic III	39.44
23040	Aircraft Mechanic Helper	26.26
23050	Aircraft, Painter	35.06
23060	Aircraft Servicer	31.11
23070	Aircraft Survival Flight Equipment Technician	35.06
23080	Aircraft Worker	33.39
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.39
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.59
23110	Appliance Mechanic	25.07
23120	Bicycle Repairer	24.57
23125	Cable Splicer	43.13
23130	Carpenter, Maintenance	31.16
23140	Carpet Layer	31.92
23160	Electrician, Maintenance	35.94
23181	Electronics Technician Maintenance I	30.60
23182	Electronics Technician Maintenance II	32.13
23183	Electronics Technician Maintenance III	33.54
23260	Fabric Worker	26.79
23290	Fire Alarm System Mechanic	31.65
23310	Fire Extinguisher Repairer	24.57
23311	Fuel Distribution System Mechanic	36.33
23312	Fuel Distribution System Operator	28.84
23370	General Maintenance Worker	22.43
23380	Ground Support Equipment Mechanic	36.59
23381	Ground Support Equipment Servicer	31.11
23382	Ground Support Equipment Worker	33.39
23391	Gunsmith I	24.57
23392	Gunsmith II	28.48
23393	Gunsmith III	31.22
23410	Heating, Ventilation And Air-Conditioning Mechanic	26.15
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.15
23430	Heavy Equipment Mechanic	29.42
23440	Heavy Equipment Operator	36.50
23460	Instrument Mechanic	31.22
23465	Laboratory/Shelter Mechanic	29.91
23470	Laborer	17.17
23510	Locksmith	22.23
23530	Machinery Maintenance Mechanic	29.33
23550	Machinist, Maintenance	24.17
23580	Maintenance Trades Helper	18.37
23591	Metrology Technician I	31.22
23592	Metrology Technician II	32.41
23593	Metrology Technician III	33.65
23640	Millwright	35.88
23710	Office Appliance Repairer	22.23
23760	Painter, Maintenance	32.82
23790	Pipefitter, Maintenance	39.52
23810	Plumber, Maintenance	37.86
23820	Pneudraulic Systems Mechanic	31.22
23850	Rigger	31.22
23870	Scale Mechanic	28.48
23890	Sheet-Metal Worker, Maintenance	36.50
23910	Small Engine Mechanic	21.36
23931	Telecommunications Mechanic I	29.85
23932	Telecommunications Mechanic II	30.99
23950	Telephone Lineman	33.65
23960	Welder, Combination, Maintenance	23.21
23965	Well Driller	28.18
23970	Woodcraft Worker	31.22
23980	Woodworker	24.57

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.44	
24570	Child Care Attendant	12.66	***

24580	Child Care Center Clerk	15.79	***
24610	Chore Aide	11.65	***
24620	Family Readiness And Support Services Coordinator	16.44	
24630	Homemaker	16.44	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	36.97	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	36.97	
25190	Ventilation Equipment Tender	26.53	
25210	Water Treatment Plant Operator	28.50	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	21.29	
27007	Baggage Inspector	15.38	***
27008	Corrections Officer	21.31	
27010	Court Security Officer	25.27	
27030	Detection Dog Handler	18.05	
27040	Detention Officer	21.31	
27070	Firefighter	30.14	
27101	Guard I	15.38	***
27102	Guard II	18.05	
27131	Police Officer I	28.32	
27132	Police Officer II	31.48	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.55	***
28042	Carnival Equipment Repairer	17.06	
28043	Carnival Worker	11.02	***
28210	Gate Attendant/Gate Tender	15.04	***
28310	Lifeguard	11.59	***
28350	Park Attendant (Aide)	16.81	
28510	Recreation Aide/Health Facility Attendant	12.27	***
28515	Recreation Specialist	20.82	
28630	Sports Official	13.39	***
28690	Swimming Pool Operator	19.77	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	29.87	
29020	Hatch Tender	29.87	
29030	Line Handler	29.87	
29041	Stevedore I	27.82	
29042	Stevedore II	31.36	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.02	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.98	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.91	
30021	Archeological Technician I	19.58	
30022	Archeological Technician II	21.90	
30023	Archeological Technician III	27.12	
30030	Cartographic Technician	27.52	
30040	Civil Engineering Technician	25.30	
30051	Cryogenic Technician I	30.04	
30052	Cryogenic Technician II	33.18	
30061	Drafter/CAD Operator I	19.58	
30062	Drafter/CAD Operator II	21.90	
30063	Drafter/CAD Operator III	24.40	
30064	Drafter/CAD Operator IV	30.04	
30081	Engineering Technician I	17.67	
30082	Engineering Technician II	19.83	
30083	Engineering Technician III	22.18	

30084	Engineering Technician IV	27.48
30085	Engineering Technician V	33.62
30086	Engineering Technician VI	40.68
30090	Environmental Technician	24.27
30095	Evidence Control Specialist	27.12
30210	Laboratory Technician	25.41
30221	Latent Fingerprint Technician I	26.96
30222	Latent Fingerprint Technician II	29.78
30240	Mathematical Technician	29.50
30361	Paralegal/Legal Assistant I	20.04
30362	Paralegal/Legal Assistant II	24.86
30363	Paralegal/Legal Assistant III	30.37
30364	Paralegal/Legal Assistant IV	36.75
30375	Petroleum Supply Specialist	33.18
30390	Photo-Optics Technician	27.12
30395	Radiation Control Technician	33.18
30461	Technical Writer I	25.36
30462	Technical Writer II	31.03
30463	Technical Writer III	37.53
30491	Unexploded Ordnance (UXO) Technician I	26.71
30492	Unexploded Ordnance (UXO) Technician II	32.31
30493	Unexploded Ordnance (UXO) Technician III	38.73
30494	Unexploded (UXO) Safety Escort	26.71
30495	Unexploded (UXO) Sweep Personnel	26.71
30501	Weather Forecaster I	30.04
30502	Weather Forecaster II	36.55
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.40
30621	Weather Observer, Senior	(see 2) 27.12

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.31	
31020	Bus Aide	14.93	***
31030	Bus Driver	21.94	
31043	Driver Courier	18.86	
31260	Parking and Lot Attendant	11.08	***
31290	Shuttle Bus Driver	18.63	
31310	Taxi Driver	14.25	***
31361	Truckdriver, Light	20.69	
31362	Truckdriver, Medium	22.35	
31363	Truckdriver, Heavy	24.12	
31364	Truckdriver, Tractor-Trailer	24.12	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.75	***
99030	Cashier	12.32	***
99050	Desk Clerk	12.25	***
99095	Embalmer	32.89	
99130	Flight Follower	26.71	
99251	Laboratory Animal Caretaker I	15.57	***
99252	Laboratory Animal Caretaker II	17.06	
99260	Marketing Analyst	31.18	
99310	Mortician	30.54	
99410	Pest Controller	17.61	
99510	Photofinishing Worker	17.29	
99710	Recycling Laborer	21.36	
99711	Recycling Specialist	26.49	
99730	Refuse Collector	18.77	
99810	Sales Clerk	13.57	***
99820	School Crossing Guard	15.75	***
99830	Survey Party Chief	30.15	
99831	Surveying Aide	20.01	
99832	Surveying Technician	27.42	
99840	Vending Machine Attendant	15.01	***
99841	Vending Machine Repairer	19.09	
99842	Vending Machine Repairer Helper	15.01	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5079

States/Territories. : Missouri

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Boone

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.49	***
01012	Accounting Clerk II	16.27	
01013	Accounting Clerk III	18.57	
01020	Administrative Assistant	25.47	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	13.21	***
01042	Customer Service Representative II	14.69	***
01043	Customer Service Representative III	16.17	***
01051	Data Entry Operator I	14.20	***
01052	Data Entry Operator II	15.84	***
01060	Dispatcher, Motor Vehicle	20.85	
01070	Document Preparation Clerk	16.35	
01090	Duplicating Machine Operator	16.35	
01111	General Clerk I	14.22	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	21.23	
01141	Messenger Courier	13.99	***
01191	Order Clerk I	13.66	***
01192	Order Clerk II	14.91	***
01261	Personnel Assistant (Employment) I	16.81	

01262	Personnel Assistant (Employment) II	19.05	
01263	Personnel Assistant (Employment) III	20.97	
01270	Production Control Clerk	26.27	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	17.02	
01311	Secretary I	17.02	
01312	Secretary II	19.04	
01313	Secretary III	21.23	
01320	Service Order Dispatcher	18.65	
01410	Supply Technician	25.47	
01420	Survey Worker	19.80	
01460	Switchboard Operator/Receptionist	15.10	***
01531	Travel Clerk I	13.57	***
01532	Travel Clerk II	14.54	***
01533	Travel Clerk III	17.24	
01611	Word Processor I	15.17	***
01612	Word Processor II	17.02	
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.80	
05010	Automotive Electrician	20.59	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	18.01	
05130	Motor Equipment Metal Mechanic	21.46	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	20.78	
05220	Motor Vehicle Mechanic Helper	16.72	
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	20.59	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	15.80	***
05400	Transmission Repair Specialist	21.46	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.33	***
07041	Cook I	13.35	***
07042	Cook II	15.47	***
07070	Dishwasher	11.09	***
07130	Food Service Worker	11.26	***
07210	Meat Cutter	17.13	
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	24.19	
09040	Furniture Handler	14.53	***
09080	Furniture Refinisher	24.19	
09090	Furniture Refinisher Helper	18.12	
09110	Furniture Repairer, Minor	21.46	
09130	Upholsterer	24.19	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.91	***
11060	Elevator Operator	14.33	***
11090	Gardener	19.67	
11122	Housekeeping Aide	14.33	***
11150	Janitor	14.33	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	11.28	***
11260	Pruner	12.64	***
11270	Tractor Operator	17.94	
11330	Trail Maintenance Worker	14.39	***

11360	Window Cleaner	16.32
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.03	
12011	Breath Alcohol Technician	20.03	
12012	Certified Occupational Therapist Assistant	26.65	
12015	Certified Physical Therapist Assistant	27.58	
12020	Dental Assistant	21.21	
12025	Dental Hygienist	43.81	
12030	EKG Technician	27.63	
12035	Electroneurodiagnostic Technologist	27.63	
12040	Emergency Medical Technician	20.03	
12071	Licensed Practical Nurse I	17.90	
12072	Licensed Practical Nurse II	20.03	
12073	Licensed Practical Nurse III	22.33	
12100	Medical Assistant	15.14	***
12130	Medical Laboratory Technician	19.28	
12160	Medical Record Clerk	20.00	
12190	Medical Record Technician	22.37	
12195	Medical Transcriptionist	19.93	
12210	Nuclear Medicine Technologist	44.03	
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	17.68	
12236	Optical Technician	17.90	
12250	Pharmacy Technician	16.21	
12280	Phlebotomist	16.13	***
12305	Radiologic Technologist	28.02	
12311	Registered Nurse I	26.36	
12312	Registered Nurse II	30.83	
12313	Registered Nurse II, Specialist	30.83	
12314	Registered Nurse III	37.31	
12315	Registered Nurse III, Anesthetist	37.31	
12316	Registered Nurse IV	44.71	
12317	Scheduler (Drug and Alcohol Testing)	24.82	
12320	Substance Abuse Treatment Counselor	22.21	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.31	
13012	Exhibits Specialist II	22.69	
13013	Exhibits Specialist III	27.76	
13041	Illustrator I	20.80	
13042	Illustrator II	25.56	
13043	Illustrator III	30.15	
13047	Librarian	26.36	
13050	Library Aide/Clerk	14.36	***
13054	Library Information Technology Systems Administrator	23.81	
13058	Library Technician	16.99	
13061	Media Specialist I	17.18	
13062	Media Specialist II	19.21	
13063	Media Specialist III	21.43	
13071	Photographer I	16.71	
13072	Photographer II	18.69	
13073	Photographer III	23.16	
13074	Photographer IV	27.91	
13075	Photographer V	33.77	
13090	Technical Order Library Clerk	18.04	
13110	Video Teleconference Technician	19.59	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.04	
14042	Computer Operator II	19.06	
14043	Computer Operator III	21.26	
14044	Computer Operator IV	23.61	

14045	Computer Operator V		26.16
14071	Computer Programmer I	(see 1)	22.01
14072	Computer Programmer II	(see 1)	26.17
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.26
14160	Personal Computer Support Technician		25.31
14170	System Support Specialist		24.61

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.92	
15020	Aircrew Training Devices Instructor (Rated)		42.25	
15030	Air Crew Training Devices Instructor (Pilot)		50.64	
15050	Computer Based Training Specialist / Instructor		34.92	
15060	Educational Technologist		29.38	
15070	Flight Instructor (Pilot)		50.64	
15080	Graphic Artist		21.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.81	
15086	Maintenance Test Pilot, Rotary Wing		44.81	
15088	Non-Maintenance Test/Co-Pilot		44.81	
15090	Technical Instructor		20.94	
15095	Technical Instructor/Course Developer		25.62	
15110	Test Proctor		16.91	
15120	Tutor		16.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.19	***
16030	Counter Attendant		12.19	***
16040	Dry Cleaner		13.93	***
16070	Finisher, Flatwork, Machine		12.19	***
16090	Presser, Hand		12.19	***
16110	Presser, Machine, Drycleaning		12.19	***
16130	Presser, Machine, Shirts		12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.19	***
16190	Sewing Machine Operator		14.55	***
16220	Tailor		15.56	***
16250	Washer, Machine		12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.55	
19040	Tool And Die Maker		29.79	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.91	
21030	Material Coordinator		26.27	
21040	Material Expediter		26.27	
21050	Material Handling Laborer		19.18	
21071	Order Filler		13.34	***
21080	Production Line Worker (Food Processing)		19.91	
21110	Shipping Packer		15.00	***
21130	Shipping/Receiving Clerk		15.00	***
21140	Store Worker I		13.39	***
21150	Stock Clerk		20.02	
21210	Tools And Parts Attendant		19.91	
21410	Warehouse Specialist		19.91	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.68	
23019	Aircraft Logs and Records Technician		22.67	

23021	Aircraft Mechanic I	26.67
23022	Aircraft Mechanic II	27.68
23023	Aircraft Mechanic III	28.74
23040	Aircraft Mechanic Helper	19.24
23050	Aircraft, Painter	25.55
23060	Aircraft Servicer	22.67
23070	Aircraft Survival Flight Equipment Technician	25.55
23080	Aircraft Worker	24.33
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.33
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.67
23110	Appliance Mechanic	22.80
23120	Bicycle Repairer	20.99
23125	Cable Splicer	31.96
23130	Carpenter, Maintenance	26.52
23140	Carpet Layer	24.33
23160	Electrician, Maintenance	30.81
23181	Electronics Technician Maintenance I	24.33
23182	Electronics Technician Maintenance II	25.55
23183	Electronics Technician Maintenance III	26.95
23260	Fabric Worker	22.67
23290	Fire Alarm System Mechanic	26.67
23310	Fire Extinguisher Repairer	20.99
23311	Fuel Distribution System Mechanic	26.67
23312	Fuel Distribution System Operator	20.99
23370	General Maintenance Worker	20.67
23380	Ground Support Equipment Mechanic	26.67
23381	Ground Support Equipment Servicer	22.67
23382	Ground Support Equipment Worker	24.33
23391	Gunsmith I	20.99
23392	Gunsmith II	24.33
23393	Gunsmith III	26.67
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.37
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.41
23430	Heavy Equipment Mechanic	29.19
23440	Heavy Equipment Operator	27.93
23460	Instrument Mechanic	26.67
23465	Laboratory/Shelter Mechanic	25.55
23470	Laborer	17.17
23510	Locksmith	25.55
23530	Machinery Maintenance Mechanic	28.75
23550	Machinist, Maintenance	26.06
23580	Maintenance Trades Helper	19.14
23591	Metrology Technician I	26.67
23592	Metrology Technician II	27.68
23593	Metrology Technician III	28.74
23640	Millwright	27.07
23710	Office Appliance Repairer	25.55
23760	Painter, Maintenance	23.03
23790	Pipefitter, Maintenance	30.12
23810	Plumber, Maintenance	28.85
23820	Pneudraulic Systems Mechanic	26.67
23850	Rigger	26.67
23870	Scale Mechanic	24.33
23890	Sheet-Metal Worker, Maintenance	29.77
23910	Small Engine Mechanic	22.90
23931	Telecommunications Mechanic I	26.88
23932	Telecommunications Mechanic II	27.90
23950	Telephone Lineman	26.67
23960	Welder, Combination, Maintenance	23.21
23965	Well Driller	26.67
23970	Woodcraft Worker	26.67
23980	Woodworker	20.99

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.56	***
24570	Child Care Attendant	12.02	***
24580	Child Care Center Clerk	15.00	***
24610	Chore Aide	11.66	***

24620	Family Readiness And Support Services Coordinator	14.56	***
24630	Homemaker	14.56	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.70	
25040	Sewage Plant Operator	23.34	
25070	Stationary Engineer	25.70	
25190	Ventilation Equipment Tender	18.44	
25210	Water Treatment Plant Operator	23.34	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.97	
27007	Baggage Inspector	15.16	***
27008	Corrections Officer	19.27	
27010	Court Security Officer	22.13	
27030	Detection Dog Handler	16.96	
27040	Detention Officer	19.27	
27070	Firefighter	25.67	
27101	Guard I	15.16	***
27102	Guard II	16.96	
27131	Police Officer I	22.39	
27132	Police Officer II	24.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.21	***
28042	Carnival Equipment Repairer	16.24	
28043	Carnival Worker	10.74	***
28210	Gate Attendant/Gate Tender	16.41	
28310	Lifeguard	14.62	***
28350	Park Attendant (Aide)	18.36	
28510	Recreation Aide/Health Facility Attendant	13.40	***
28515	Recreation Specialist	22.74	
28630	Sports Official	14.62	***
28690	Swimming Pool Operator	20.00	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	24.33	
29020	Hatch Tender	24.33	
29030	Line Handler	24.33	
29041	Stevedore I	22.67	
29042	Stevedore II	25.55	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	19.36	
30022	Archeological Technician II	21.56	
30023	Archeological Technician III	25.90	
30030	Cartographic Technician	27.52	
30040	Civil Engineering Technician	24.68	
30051	Cryogenic Technician I	28.68	
30052	Cryogenic Technician II	31.68	
30061	Drafter/CAD Operator I	19.36	
30062	Drafter/CAD Operator II	21.56	
30063	Drafter/CAD Operator III	24.15	
30064	Drafter/CAD Operator IV	29.71	
30081	Engineering Technician I	17.67	
30082	Engineering Technician II	19.83	
30083	Engineering Technician III	22.18	
30084	Engineering Technician IV	27.48	
30085	Engineering Technician V	33.62	

30086	Engineering Technician VI	40.68
30090	Environmental Technician	24.68
30095	Evidence Control Specialist	25.90
30210	Laboratory Technician	23.30
30221	Latent Fingerprint Technician I	28.68
30222	Latent Fingerprint Technician II	31.68
30240	Mathematical Technician	26.82
30361	Paralegal/Legal Assistant I	20.04
30362	Paralegal/Legal Assistant II	24.86
30363	Paralegal/Legal Assistant III	30.37
30364	Paralegal/Legal Assistant IV	36.75
30375	Petroleum Supply Specialist	31.68
30390	Photo-Optics Technician	26.82
30395	Radiation Control Technician	31.68
30461	Technical Writer I	25.90
30462	Technical Writer II	31.68
30463	Technical Writer III	38.32
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	29.71
30502	Weather Forecaster II	36.14
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.15
30621	Weather Observer, Senior	(see 2) 26.82

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.63	***
31030	Bus Driver	20.12	
31043	Driver Courier	16.99	
31260	Parking and Lot Attendant	11.97	***
31290	Shuttle Bus Driver	16.94	
31310	Taxi Driver	14.43	***
31361	Truckdriver, Light	18.63	
31362	Truckdriver, Medium	20.12	
31363	Truckdriver, Heavy	22.87	
31364	Truckdriver, Tractor-Trailer	22.87	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.03	***
99050	Desk Clerk	12.14	***
99095	Embalmer	30.54	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	15.18	***
99252	Laboratory Animal Caretaker II	16.65	
99260	Marketing Analyst	23.63	
99310	Mortician	30.54	
99410	Pest Controller	26.33	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.74	
99711	Recycling Specialist	24.20	
99730	Refuse Collector	17.34	
99810	Sales Clerk	12.95	***
99820	School Crossing Guard	15.67	***
99830	Survey Party Chief	20.43	
99831	Surveying Aide	13.56	***
99832	Surveying Technician	18.58	
99840	Vending Machine Attendant	22.23	
99841	Vending Machine Repairer	28.26	
99842	Vending Machine Repairer Helper	22.23	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5081

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Callaway, Cole, Osage

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.19	***
01012	Accounting Clerk II	15.93	***
01013	Accounting Clerk III	18.57	
01020	Administrative Assistant	24.14	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	13.23	***
01042	Customer Service Representative II	14.76	***
01043	Customer Service Representative III	16.21	
01051	Data Entry Operator I	13.09	***
01052	Data Entry Operator II	14.40	***
01060	Dispatcher, Motor Vehicle	20.96	
01070	Document Preparation Clerk	14.56	***
01090	Duplicating Machine Operator	14.56	***
01111	General Clerk I	13.71	***
01112	General Clerk II	15.23	***
01113	General Clerk III	17.11	
01120	Housing Referral Assistant	20.96	
01141	Messenger Courier	11.88	***
01191	Order Clerk I	14.57	***
01192	Order Clerk II	15.90	***
01261	Personnel Assistant (Employment) I	16.79	

01262	Personnel Assistant (Employment) II	19.05	
01263	Personnel Assistant (Employment) III	20.92	
01270	Production Control Clerk	21.88	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	16.36	
01311	Secretary I	16.36	
01312	Secretary II	18.29	
01313	Secretary III	20.96	
01320	Service Order Dispatcher	19.93	
01410	Supply Technician	24.14	
01420	Survey Worker	19.05	
01460	Switchboard Operator/Receptionist	15.10	***
01531	Travel Clerk I	13.49	***
01532	Travel Clerk II	14.43	***
01533	Travel Clerk III	15.38	***
01611	Word Processor I	15.20	***
01612	Word Processor II	17.57	
01613	Word Processor III	19.66	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.80	
05010	Automotive Electrician	20.59	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	18.01	
05130	Motor Equipment Metal Mechanic	21.46	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	20.40	
05220	Motor Vehicle Mechanic Helper	16.72	
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	20.59	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	15.80	***
05400	Transmission Repair Specialist	21.46	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.77	***
07041	Cook I	11.65	***
07042	Cook II	13.51	***
07070	Dishwasher	10.77	***
07130	Food Service Worker	10.95	***
07210	Meat Cutter	16.34	
07260	Waiter/Waitress	10.42	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.80	
09040	Furniture Handler	14.18	***
09080	Furniture Refinisher	22.80	
09090	Furniture Refinisher Helper	17.68	
09110	Furniture Repairer, Minor	20.72	
09130	Upholsterer	23.61	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.74	***
11060	Elevator Operator	12.42	***
11090	Gardener	20.25	
11122	Housekeeping Aide	12.42	***
11150	Janitor	12.42	***
11210	Laborer, Grounds Maintenance	14.81	***
11240	Maid or Houseman	11.19	***
11260	Pruner	13.01	***
11270	Tractor Operator	18.46	
11330	Trail Maintenance Worker	14.81	***

11360	Window Cleaner	14.14	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.28	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	26.78	
12015	Certified Physical Therapist Assistant	26.19	
12020	Dental Assistant	20.79	
12025	Dental Hygienist	38.35	
12030	EKG Technician	29.59	
12035	Electroneurodiagnostic Technologist	29.59	
12040	Emergency Medical Technician	20.28	
12071	Licensed Practical Nurse I	17.45	
12072	Licensed Practical Nurse II	19.52	
12073	Licensed Practical Nurse III	21.76	
12100	Medical Assistant	14.80	***
12130	Medical Laboratory Technician	18.79	
12160	Medical Record Clerk	19.76	
12190	Medical Record Technician	22.11	
12195	Medical Transcriptionist	17.71	
12210	Nuclear Medicine Technologist	42.90	
12221	Nursing Assistant I	11.75	***
12222	Nursing Assistant II	13.21	***
12223	Nursing Assistant III	14.41	***
12224	Nursing Assistant IV	16.17	***
12235	Optical Dispenser	19.52	
12236	Optical Technician	17.45	
12250	Pharmacy Technician	15.52	***
12280	Phlebotomist	17.45	
12305	Radiologic Technologist	29.59	
12311	Registered Nurse I	26.36	
12312	Registered Nurse II	29.51	
12313	Registered Nurse II, Specialist	29.51	
12314	Registered Nurse III	35.71	
12315	Registered Nurse III, Anesthetist	35.71	
12316	Registered Nurse IV	42.79	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	20.52	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.31	
13012	Exhibits Specialist II	22.69	
13013	Exhibits Specialist III	27.76	
13041	Illustrator I	20.80	
13042	Illustrator II	25.56	
13043	Illustrator III	30.15	
13047	Librarian	26.36	
13050	Library Aide/Clerk	12.34	***
13054	Library Information Technology Systems Administrator	23.81	
13058	Library Technician	16.07	***
13061	Media Specialist I	17.18	
13062	Media Specialist II	19.21	
13063	Media Specialist III	21.43	
13071	Photographer I	16.71	
13072	Photographer II	18.69	
13073	Photographer III	23.16	
13074	Photographer IV	27.91	
13075	Photographer V	33.77	
13090	Technical Order Library Clerk	16.98	
13110	Video Teleconference Technician	17.77	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.07	
14042	Computer Operator II	19.10	
14043	Computer Operator III	21.29	
14044	Computer Operator IV	23.66	

14045	Computer Operator V		26.20
14071	Computer Programmer I	(see 1)	22.01
14072	Computer Programmer II	(see 1)	26.17
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.26
14160	Personal Computer Support Technician		25.31
14170	System Support Specialist		26.20

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	34.92	
15020	Aircrew Training Devices Instructor (Rated)	42.25	
15030	Air Crew Training Devices Instructor (Pilot)	50.64	
15050	Computer Based Training Specialist / Instructor	34.92	
15060	Educational Technologist	29.01	
15070	Flight Instructor (Pilot)	50.64	
15080	Graphic Artist	23.92	
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	20.66	
15095	Technical Instructor/Course Developer	25.27	
15110	Test Proctor	16.67	
15120	Tutor	16.67	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.66	***
16030	Counter Attendant	12.66	***
16040	Dry Cleaner	15.11	***
16070	Finisher, Flatwork, Machine	12.66	***
16090	Presser, Hand	12.66	***
16110	Presser, Machine, Drycleaning	12.66	***
16130	Presser, Machine, Shirts	12.66	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.66	***
16190	Sewing Machine Operator	15.74	***
16220	Tailor	16.37	
16250	Washer, Machine	13.71	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.28	
19040	Tool And Die Maker	30.63	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.80	
21030	Material Coordinator	21.88	
21040	Material Expediter	21.88	
21050	Material Handling Laborer	19.18	
21071	Order Filler	14.20	***
21080	Production Line Worker (Food Processing)	19.80	
21110	Shipping Packer	15.45	***
21130	Shipping/Receiving Clerk	15.45	***
21140	Store Worker I	13.39	***
21150	Stock Clerk	20.02	
21210	Tools And Parts Attendant	19.80	
21410	Warehouse Specialist	19.80	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	28.11	
23019	Aircraft Logs and Records Technician	23.02	

23021	Aircraft Mechanic I	27.09
23022	Aircraft Mechanic II	28.11
23023	Aircraft Mechanic III	29.19
23040	Aircraft Mechanic Helper	19.44
23050	Aircraft, Painter	25.95
23060	Aircraft Servicer	23.02
23070	Aircraft Survival Flight Equipment Technician	25.95
23080	Aircraft Worker	24.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.09
23110	Appliance Mechanic	26.28
23120	Bicycle Repairer	21.58
23125	Cable Splicer	37.98
23130	Carpenter, Maintenance	26.52
23140	Carpet Layer	25.02
23160	Electrician, Maintenance	30.81
23181	Electronics Technician Maintenance I	25.02
23182	Electronics Technician Maintenance II	26.28
23183	Electronics Technician Maintenance III	27.43
23260	Fabric Worker	23.31
23290	Fire Alarm System Mechanic	27.43
23310	Fire Extinguisher Repairer	21.58
23311	Fuel Distribution System Mechanic	27.43
23312	Fuel Distribution System Operator	21.58
23370	General Maintenance Worker	20.67
23380	Ground Support Equipment Mechanic	27.09
23381	Ground Support Equipment Servicer	23.02
23382	Ground Support Equipment Worker	24.71
23391	Gunsmith I	21.58
23392	Gunsmith II	25.02
23393	Gunsmith III	27.43
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.98
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430	Heavy Equipment Mechanic	26.95
23440	Heavy Equipment Operator	27.93
23460	Instrument Mechanic	27.43
23465	Laboratory/Shelter Mechanic	26.28
23470	Laborer	17.17
23510	Locksmith	26.28
23530	Machinery Maintenance Mechanic	29.21
23550	Machinist, Maintenance	24.65
23580	Maintenance Trades Helper	19.68
23591	Metrology Technician I	27.43
23592	Metrology Technician II	28.46
23593	Metrology Technician III	29.55
23640	Millwright	27.43
23710	Office Appliance Repairer	24.48
23760	Painter, Maintenance	24.93
23790	Pipefitter, Maintenance	32.54
23810	Plumber, Maintenance	31.17
23820	Pneudraulic Systems Mechanic	27.43
23850	Rigger	27.43
23870	Scale Mechanic	25.02
23890	Sheet-Metal Worker, Maintenance	35.87
23910	Small Engine Mechanic	23.31
23931	Telecommunications Mechanic I	30.97
23932	Telecommunications Mechanic II	32.15
23950	Telephone Lineman	28.50
23960	Welder, Combination, Maintenance	23.21
23965	Well Driller	27.43
23970	Woodcraft Worker	27.43
23980	Woodworker	21.58

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.97	***
24570	Child Care Attendant	10.75	***
24580	Child Care Center Clerk	13.41	***
24610	Chore Aide	12.21	***

24620	Family Readiness And Support Services Coordinator	15.97	***
24630	Homemaker	15.97	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.70	
25040	Sewage Plant Operator	23.34	
25070	Stationary Engineer	25.70	
25190	Ventilation Equipment Tender	18.44	
25210	Water Treatment Plant Operator	23.34	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.95	
27007	Baggage Inspector	14.06	***
27008	Corrections Officer	18.82	
27010	Court Security Officer	22.13	
27030	Detection Dog Handler	16.66	
27040	Detention Officer	18.82	
27070	Firefighter	25.67	
27101	Guard I	14.06	***
27102	Guard II	16.66	
27131	Police Officer I	22.39	
27132	Police Officer II	24.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.48	***
28042	Carnival Equipment Repairer	16.97	
28043	Carnival Worker	10.91	***
28210	Gate Attendant/Gate Tender	18.01	
28310	Lifeguard	15.40	***
28350	Park Attendant (Aide)	20.16	
28510	Recreation Aide/Health Facility Attendant	14.71	***
28515	Recreation Specialist	24.97	
28630	Sports Official	16.05	***
28690	Swimming Pool Operator	19.68	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.09	
29020	Hatch Tender	26.09	
29030	Line Handler	26.09	
29041	Stevedore I	24.30	
29042	Stevedore II	27.39	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.02	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.98	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.91	
30021	Archeological Technician I	19.36	
30022	Archeological Technician II	21.56	
30023	Archeological Technician III	25.21	
30030	Cartographic Technician	27.52	
30040	Civil Engineering Technician	23.96	
30051	Cryogenic Technician I	27.92	
30052	Cryogenic Technician II	30.84	
30061	Drafter/CAD Operator I	19.36	
30062	Drafter/CAD Operator II	21.56	
30063	Drafter/CAD Operator III	24.15	
30064	Drafter/CAD Operator IV	29.71	
30081	Engineering Technician I	17.67	
30082	Engineering Technician II	19.83	
30083	Engineering Technician III	22.18	
30084	Engineering Technician IV	27.48	
30085	Engineering Technician V	33.62	

30086	Engineering Technician VI	40.68
30090	Environmental Technician	25.21
30095	Evidence Control Specialist	25.21
30210	Laboratory Technician	24.87
30221	Latent Fingerprint Technician I	27.92
30222	Latent Fingerprint Technician II	30.84
30240	Mathematical Technician	26.82
30361	Paralegal/Legal Assistant I	21.36
30362	Paralegal/Legal Assistant II	26.47
30363	Paralegal/Legal Assistant III	32.38
30364	Paralegal/Legal Assistant IV	39.16
30375	Petroleum Supply Specialist	30.84
30390	Photo-Optics Technician	26.82
30395	Radiation Control Technician	30.84
30461	Technical Writer I	25.21
30462	Technical Writer II	30.84
30463	Technical Writer III	37.31
30491	Unexploded Ordnance (UXO) Technician I	26.71
30492	Unexploded Ordnance (UXO) Technician II	32.31
30493	Unexploded Ordnance (UXO) Technician III	38.73
30494	Unexploded (UXO) Safety Escort	26.71
30495	Unexploded (UXO) Sweep Personnel	26.71
30501	Weather Forecaster I	29.71
30502	Weather Forecaster II	36.14
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.15
30621	Weather Observer, Senior	(see 2) 26.82

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.31	
31020	Bus Aide	12.28	***
31030	Bus Driver	17.35	
31043	Driver Courier	15.62	***
31260	Parking and Lot Attendant	11.01	***
31290	Shuttle Bus Driver	16.94	
31310	Taxi Driver	13.96	***
31361	Truckdriver, Light	17.13	
31362	Truckdriver, Medium	18.50	
31363	Truckdriver, Heavy	20.79	
31364	Truckdriver, Tractor-Trailer	20.79	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.75	***
99030	Cashier	10.97	***
99050	Desk Clerk	14.44	***
99095	Embalmer	30.54	
99130	Flight Follower	26.71	
99251	Laboratory Animal Caretaker I	14.35	***
99252	Laboratory Animal Caretaker II	15.74	***
99260	Marketing Analyst	24.91	
99310	Mortician	30.54	
99410	Pest Controller	21.31	
99510	Photofinishing Worker	14.03	***
99710	Recycling Laborer	19.39	
99711	Recycling Specialist	24.17	
99730	Refuse Collector	17.03	
99810	Sales Clerk	12.95	***
99820	School Crossing Guard	15.67	***
99830	Survey Party Chief	22.80	
99831	Surveying Aide	15.14	***
99832	Surveying Technician	20.74	
99840	Vending Machine Attendant	22.23	
99841	Vending Machine Repairer	26.83	
99842	Vending Machine Repairer Helper	22.23	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5083

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Moniteau

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.19	***
01012	Accounting Clerk II	15.93	***
01013	Accounting Clerk III	17.82	
01020	Administrative Assistant	22.94	
01035	Court Reporter	18.10	
01041	Customer Service Representative I	13.23	***
01042	Customer Service Representative II	14.76	***
01043	Customer Service Representative III	16.21	
01051	Data Entry Operator I	13.09	***
01052	Data Entry Operator II	14.28	***
01060	Dispatcher, Motor Vehicle	18.51	
01070	Document Preparation Clerk	14.56	***
01090	Duplicating Machine Operator	14.56	***
01111	General Clerk I	13.71	***
01112	General Clerk II	14.95	***
01113	General Clerk III	16.79	
01120	Housing Referral Assistant	20.19	
01141	Messenger Courier	11.88	***
01191	Order Clerk I	14.06	***
01192	Order Clerk II	15.33	***
01261	Personnel Assistant (Employment) I	16.79	

01262	Personnel Assistant (Employment) II	18.77	
01263	Personnel Assistant (Employment) III	20.92	
01270	Production Control Clerk	21.88	
01290	Rental Clerk	13.27	***
01300	Scheduler, Maintenance	16.18	***
01311	Secretary I	16.18	***
01312	Secretary II	18.10	
01313	Secretary III	20.19	
01320	Service Order Dispatcher	16.65	
01410	Supply Technician	22.94	
01420	Survey Worker	18.10	
01460	Switchboard Operator/Receptionist	13.31	***
01531	Travel Clerk I	13.49	***
01532	Travel Clerk II	14.43	***
01533	Travel Clerk III	15.38	***
01611	Word Processor I	15.20	***
01612	Word Processor II	17.07	
01613	Word Processor III	19.10	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.69	
05010	Automotive Electrician	19.10	
05040	Automotive Glass Installer	18.19	
05070	Automotive Worker	18.19	
05110	Mobile Equipment Servicer	15.69	***
05130	Motor Equipment Metal Mechanic	19.94	
05160	Motor Equipment Metal Worker	18.19	
05190	Motor Vehicle Mechanic	19.94	
05220	Motor Vehicle Mechanic Helper	14.31	***
05250	Motor Vehicle Upholstery Worker	16.94	
05280	Motor Vehicle Wrecker	18.19	
05310	Painter, Automotive	19.10	
05340	Radiator Repair Specialist	18.19	
05370	Tire Repairer	14.60	***
05400	Transmission Repair Specialist	19.94	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.02	***
07041	Cook I	11.65	***
07042	Cook II	13.51	***
07070	Dishwasher	10.77	***
07130	Food Service Worker	10.95	***
07210	Meat Cutter	14.94	***
07260	Waiter/Waitress	10.42	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.22	
09040	Furniture Handler	13.78	***
09080	Furniture Refinisher	22.22	
09090	Furniture Refinisher Helper	17.08	
09110	Furniture Repairer, Minor	19.71	
09130	Upholsterer	21.37	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.69	***
11060	Elevator Operator	12.42	***
11090	Gardener	20.25	
11122	Housekeeping Aide	12.33	***
11150	Janitor	12.33	***
11210	Laborer, Grounds Maintenance	14.81	***
11240	Maid or Houseman	11.19	***
11260	Pruner	13.01	***
11270	Tractor Operator	18.46	
11330	Trail Maintenance Worker	14.81	***

11360	Window Cleaner	14.04	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.92	
12011	Breath Alcohol Technician	20.14	
12012	Certified Occupational Therapist Assistant	26.78	
12015	Certified Physical Therapist Assistant	26.19	
12020	Dental Assistant	20.79	
12025	Dental Hygienist	38.35	
12030	EKG Technician	29.59	
12035	Electroneurodiagnostic Technologist	29.59	
12040	Emergency Medical Technician	19.92	
12071	Licensed Practical Nurse I	17.45	
12072	Licensed Practical Nurse II	19.52	
12073	Licensed Practical Nurse III	21.76	
12100	Medical Assistant	14.80	***
12130	Medical Laboratory Technician	18.79	
12160	Medical Record Clerk	19.76	
12190	Medical Record Technician	22.11	
12195	Medical Transcriptionist	17.45	
12210	Nuclear Medicine Technologist	42.90	
12221	Nursing Assistant I	11.75	***
12222	Nursing Assistant II	13.21	***
12223	Nursing Assistant III	14.41	***
12224	Nursing Assistant IV	16.17	***
12235	Optical Dispenser	19.52	
12236	Optical Technician	17.45	
12250	Pharmacy Technician	15.26	***
12280	Phlebotomist	17.45	
12305	Radiologic Technologist	29.30	
12311	Registered Nurse I	24.12	
12312	Registered Nurse II	29.51	
12313	Registered Nurse II, Specialist	29.51	
12314	Registered Nurse III	35.71	
12315	Registered Nurse III, Anesthetist	35.71	
12316	Registered Nurse IV	42.79	
12317	Scheduler (Drug and Alcohol Testing)	24.95	
12320	Substance Abuse Treatment Counselor	20.52	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.13	
13012	Exhibits Specialist II	22.20	
13013	Exhibits Specialist III	24.73	
13041	Illustrator I	18.13	
13042	Illustrator II	22.20	
13043	Illustrator III	24.73	
13047	Librarian	21.91	
13050	Library Aide/Clerk	12.51	***
13054	Library Information Technology Systems Administrator	19.78	
13058	Library Technician	16.04	***
13061	Media Specialist I	14.27	***
13062	Media Specialist II	15.96	***
13063	Media Specialist III	17.80	
13071	Photographer I	14.27	***
13072	Photographer II	16.87	
13073	Photographer III	21.03	
13074	Photographer IV	25.72	
13075	Photographer V	31.12	
13090	Technical Order Library Clerk	16.98	
13110	Video Teleconference Technician	14.92	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.12	***
14042	Computer Operator II	18.02	
14043	Computer Operator III	20.08	
14044	Computer Operator IV	22.32	

14045	Computer Operator V		24.72
14071	Computer Programmer I	(see 1)	19.77
14072	Computer Programmer II	(see 1)	24.50
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.12 ***
14160	Personal Computer Support Technician		22.32
14170	System Support Specialist		24.72

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.72	
15020	Aircrew Training Devices Instructor (Rated)		34.74	
15030	Air Crew Training Devices Instructor (Pilot)		41.65	
15050	Computer Based Training Specialist / Instructor		28.72	
15060	Educational Technologist		29.01	
15070	Flight Instructor (Pilot)		41.65	
15080	Graphic Artist		22.91	
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		20.32	
15095	Technical Instructor/Course Developer		24.85	
15110	Test Proctor		16.40	
15120	Tutor		16.40	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.66	***
16030	Counter Attendant		12.66	***
16040	Dry Cleaner		15.11	***
16070	Finisher, Flatwork, Machine		12.66	***
16090	Presser, Hand		12.66	***
16110	Presser, Machine, Drycleaning		12.66	***
16130	Presser, Machine, Shirts		12.66	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.66	***
16190	Sewing Machine Operator		15.74	***
16220	Tailor		16.37	
16250	Washer, Machine		13.71	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		26.28	
19040	Tool And Die Maker		30.63	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.30	
21030	Material Coordinator		21.88	
21040	Material Expediter		21.88	
21050	Material Handling Laborer		14.85	***
21071	Order Filler		13.43	***
21080	Production Line Worker (Food Processing)		18.30	
21110	Shipping Packer		15.45	***
21130	Shipping/Receiving Clerk		15.45	***
21140	Store Worker I		13.39	***
21150	Stock Clerk		20.02	
21210	Tools And Parts Attendant		18.30	
21410	Warehouse Specialist		18.30	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		27.12	
23019	Aircraft Logs and Records Technician		22.20	

23021	Aircraft Mechanic I	26.13	
23022	Aircraft Mechanic II	27.12	
23023	Aircraft Mechanic III	28.16	
23040	Aircraft Mechanic Helper	18.84	
23050	Aircraft, Painter	25.03	
23060	Aircraft Servicer	22.20	
23070	Aircraft Survival Flight Equipment Technician	25.03	
23080	Aircraft Worker	23.84	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.84	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.13	
23110	Appliance Mechanic	26.28	
23120	Bicycle Repairer	21.38	
23125	Cable Splicer	36.95	
23130	Carpenter, Maintenance	23.08	
23140	Carpet Layer	25.02	
23160	Electrician, Maintenance	26.70	
23181	Electronics Technician Maintenance I	25.02	
23182	Electronics Technician Maintenance II	26.28	
23183	Electronics Technician Maintenance III	27.43	
23260	Fabric Worker	23.31	
23290	Fire Alarm System Mechanic	25.14	
23310	Fire Extinguisher Repairer	21.58	
23311	Fuel Distribution System Mechanic	27.43	
23312	Fuel Distribution System Operator	21.58	
23370	General Maintenance Worker	17.75	
23380	Ground Support Equipment Mechanic	26.13	
23381	Ground Support Equipment Servicer	22.20	
23382	Ground Support Equipment Worker	23.84	
23391	Gunsmith I	21.58	
23392	Gunsmith II	25.02	
23393	Gunsmith III	27.43	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.32	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.03	
23430	Heavy Equipment Mechanic	25.94	
23440	Heavy Equipment Operator	23.99	
23460	Instrument Mechanic	27.43	
23465	Laboratory/Shelter Mechanic	26.28	
23470	Laborer	14.85	***
23510	Locksmith	26.28	
23530	Machinery Maintenance Mechanic	27.21	
23550	Machinist, Maintenance	22.14	
23580	Maintenance Trades Helper	19.68	
23591	Metrology Technician I	27.43	
23592	Metrology Technician II	28.46	
23593	Metrology Technician III	29.55	
23640	Millwright	27.43	
23710	Office Appliance Repairer	24.48	
23760	Painter, Maintenance	23.01	
23790	Pipefitter, Maintenance	30.01	
23810	Plumber, Maintenance	28.74	
23820	Pneudraulic Systems Mechanic	27.43	
23850	Rigger	27.43	
23870	Scale Mechanic	25.02	
23890	Sheet-Metal Worker, Maintenance	32.04	
23910	Small Engine Mechanic	23.31	
23931	Telecommunications Mechanic I	30.97	
23932	Telecommunications Mechanic II	32.15	
23950	Telephone Lineman	26.96	
23960	Welder, Combination, Maintenance	20.68	
23965	Well Driller	27.43	
23970	Woodcraft Worker	27.43	
23980	Woodworker	21.58	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.68	***
24570	Child Care Attendant	10.75	***
24580	Child Care Center Clerk	13.41	***
24610	Chore Aide	12.21	***

24620	Family Readiness And Support Services Coordinator	14.68	***
24630	Homemaker	16.30	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	21.72	
25040	Sewage Plant Operator	21.36	
25070	Stationary Engineer	21.72	
25190	Ventilation Equipment Tender	15.59	***
25210	Water Treatment Plant Operator	21.36	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	16.86	
27007	Baggage Inspector	13.90	***
27008	Corrections Officer	18.04	
27010	Court Security Officer	17.71	
27030	Detection Dog Handler	16.84	
27040	Detention Officer	18.04	
27070	Firefighter	17.71	
27101	Guard I	13.90	***
27102	Guard II	16.84	
27131	Police Officer I	20.89	
27132	Police Officer II	23.22	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.48	***
28042	Carnival Equipment Repairer	16.97	
28043	Carnival Worker	10.91	***
28210	Gate Attendant/Gate Tender	18.01	
28310	Lifeguard	14.41	***
28350	Park Attendant (Aide)	20.16	
28510	Recreation Aide/Health Facility Attendant	14.71	***
28515	Recreation Specialist	24.97	
28630	Sports Official	16.05	***
28690	Swimming Pool Operator	19.68	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.64	
29020	Hatch Tender	25.64	
29030	Line Handler	25.64	
29041	Stevedore I	23.89	
29042	Stevedore II	26.93	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.02	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.98	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.91	
30021	Archeological Technician I	18.19	
30022	Archeological Technician II	20.35	
30023	Archeological Technician III	25.21	
30030	Cartographic Technician	25.21	
30040	Civil Engineering Technician	23.96	
30051	Cryogenic Technician I	27.92	
30052	Cryogenic Technician II	30.84	
30061	Drafter/CAD Operator I	18.19	
30062	Drafter/CAD Operator II	20.35	
30063	Drafter/CAD Operator III	22.69	
30064	Drafter/CAD Operator IV	27.92	
30081	Engineering Technician I	16.21	
30082	Engineering Technician II	18.19	
30083	Engineering Technician III	20.35	
30084	Engineering Technician IV	25.21	
30085	Engineering Technician V	30.84	

30086	Engineering Technician VI	37.31
30090	Environmental Technician	25.21
30095	Evidence Control Specialist	25.21
30210	Laboratory Technician	24.97
30221	Latent Fingerprint Technician I	27.92
30222	Latent Fingerprint Technician II	30.84
30240	Mathematical Technician	25.21
30361	Paralegal/Legal Assistant I	21.36
30362	Paralegal/Legal Assistant II	26.47
30363	Paralegal/Legal Assistant III	32.38
30364	Paralegal/Legal Assistant IV	39.16
30375	Petroleum Supply Specialist	30.84
30390	Photo-Optics Technician	25.21
30395	Radiation Control Technician	30.84
30461	Technical Writer I	25.21
30462	Technical Writer II	30.84
30463	Technical Writer III	37.31
30491	Unexploded Ordnance (UXO) Technician I	26.71
30492	Unexploded Ordnance (UXO) Technician II	32.31
30493	Unexploded Ordnance (UXO) Technician III	38.73
30494	Unexploded (UXO) Safety Escort	26.71
30495	Unexploded (UXO) Sweep Personnel	26.71
30501	Weather Forecaster I	27.92
30502	Weather Forecaster II	33.96
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.69
30621	Weather Observer, Senior	(see 2) 25.21

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.31	
31020	Bus Aide	12.10	***
31030	Bus Driver	17.35	
31043	Driver Courier	15.62	***
31260	Parking and Lot Attendant	11.01	***
31290	Shuttle Bus Driver	15.41	***
31310	Taxi Driver	13.96	***
31361	Truckdriver, Light	16.95	
31362	Truckdriver, Medium	18.50	
31363	Truckdriver, Heavy	20.78	
31364	Truckdriver, Tractor-Trailer	20.78	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.75	***
99030	Cashier	10.97	***
99050	Desk Clerk	13.72	***
99095	Embalmer	26.71	
99130	Flight Follower	26.71	
99251	Laboratory Animal Caretaker I	14.35	***
99252	Laboratory Animal Caretaker II	15.74	***
99260	Marketing Analyst	24.91	
99310	Mortician	26.71	
99410	Pest Controller	17.82	
99510	Photofinishing Worker	14.03	***
99710	Recycling Laborer	19.39	
99711	Recycling Specialist	24.17	
99730	Refuse Collector	17.03	
99810	Sales Clerk	12.63	***
99820	School Crossing Guard	15.67	***
99830	Survey Party Chief	21.64	
99831	Surveying Aide	12.52	***
99832	Surveying Technician	20.72	
99840	Vending Machine Attendant	20.19	
99841	Vending Machine Repairer	25.76	
99842	Vending Machine Repairer Helper	21.10	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5085

States/Territories. : Missouri

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Jasper, Newton

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.24	***
01012	Accounting Clerk II	15.99	***
01013	Accounting Clerk III	17.88	
01020	Administrative Assistant	23.52	
01035	Court Reporter	16.04	***
01041	Customer Service Representative I	13.43	***
01042	Customer Service Representative II	14.65	***
01043	Customer Service Representative III	16.44	
01051	Data Entry Operator I	12.96	***
01052	Data Entry Operator II	14.14	***
01060	Dispatcher, Motor Vehicle	21.93	
01070	Document Preparation Clerk	12.78	***
01090	Duplicating Machine Operator	12.78	***
01111	General Clerk I	12.97	***
01112	General Clerk II	14.15	***
01113	General Clerk III	15.88	***
01120	Housing Referral Assistant	17.88	
01141	Messenger Courier	14.55	***
01191	Order Clerk I	15.30	***
01192	Order Clerk II	16.69	
01261	Personnel Assistant (Employment) I	16.49	

01262	Personnel Assistant (Employment) II	18.45	
01263	Personnel Assistant (Employment) III	20.57	
01270	Production Control Clerk	21.57	
01290	Rental Clerk	15.40	***
01300	Scheduler, Maintenance	14.34	***
01311	Secretary I	14.34	***
01312	Secretary II	16.04	***
01313	Secretary III	17.88	
01320	Service Order Dispatcher	19.60	
01410	Supply Technician	23.52	
01420	Survey Worker	15.89	***
01460	Switchboard Operator/Receptionist	13.30	***
01531	Travel Clerk I	13.57	***
01532	Travel Clerk II	14.54	***
01533	Travel Clerk III	17.24	
01611	Word Processor I	12.78	***
01612	Word Processor II	14.34	***
01613	Word Processor III	16.04	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.23	
05010	Automotive Electrician	16.87	
05040	Automotive Glass Installer	15.76	***
05070	Automotive Worker	15.76	***
05110	Mobile Equipment Servicer	14.19	***
05130	Motor Equipment Metal Mechanic	17.37	
05160	Motor Equipment Metal Worker	15.76	***
05190	Motor Vehicle Mechanic	17.37	
05220	Motor Vehicle Mechanic Helper	13.33	***
05250	Motor Vehicle Upholstery Worker	15.36	***
05280	Motor Vehicle Wrecker	15.76	***
05310	Painter, Automotive	16.62	
05340	Radiator Repair Specialist	15.76	***
05370	Tire Repairer	13.64	***
05400	Transmission Repair Specialist	17.37	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.89	***
07041	Cook I	11.17	***
07042	Cook II	12.77	***
07070	Dishwasher	10.66	***
07130	Food Service Worker	11.20	***
07210	Meat Cutter	16.61	
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.42	
09040	Furniture Handler	11.57	***
09080	Furniture Refinisher	17.42	
09090	Furniture Refinisher Helper	14.25	***
09110	Furniture Repairer, Minor	15.47	***
09130	Upholsterer	16.37	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.89	***
11060	Elevator Operator	13.33	***
11090	Gardener	16.31	
11122	Housekeeping Aide	13.33	***
11150	Janitor	13.33	***
11210	Laborer, Grounds Maintenance	12.57	***
11240	Maid or Houseman	11.26	***
11260	Pruner	12.54	***
11270	Tractor Operator	15.05	***
11330	Trail Maintenance Worker	12.57	***

11360	Window Cleaner	14.68	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.27	
12011	Breath Alcohol Technician	19.25	
12012	Certified Occupational Therapist Assistant	26.41	
12015	Certified Physical Therapist Assistant	26.51	
12020	Dental Assistant	18.25	
12025	Dental Hygienist	35.99	
12030	EKG Technician	27.55	
12035	Electroneurodiagnostic Technologist	27.55	
12040	Emergency Medical Technician	17.27	
12071	Licensed Practical Nurse I	17.21	
12072	Licensed Practical Nurse II	19.25	
12073	Licensed Practical Nurse III	21.46	
12100	Medical Assistant	14.11	***
12130	Medical Laboratory Technician	22.29	
12160	Medical Record Clerk	17.21	
12190	Medical Record Technician	19.25	
12195	Medical Transcriptionist	15.96	***
12210	Nuclear Medicine Technologist	42.31	
12221	Nursing Assistant I	11.99	***
12222	Nursing Assistant II	13.47	***
12223	Nursing Assistant III	14.70	***
12224	Nursing Assistant IV	16.51	
12235	Optical Dispenser	17.77	
12236	Optical Technician	17.21	
12250	Pharmacy Technician	14.39	***
12280	Phlebotomist	17.91	
12305	Radiologic Technologist	26.62	
12311	Registered Nurse I	23.80	
12312	Registered Nurse II	29.11	
12313	Registered Nurse II, Specialist	29.11	
12314	Registered Nurse III	35.21	
12315	Registered Nurse III, Anesthetist	35.21	
12316	Registered Nurse IV	42.21	
12317	Scheduler (Drug and Alcohol Testing)	23.85	
12320	Substance Abuse Treatment Counselor	20.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.13	
13012	Exhibits Specialist II	22.20	
13013	Exhibits Specialist III	26.50	
13041	Illustrator I	18.13	
13042	Illustrator II	22.20	
13043	Illustrator III	26.50	
13047	Librarian	24.00	
13050	Library Aide/Clerk	13.73	***
13054	Library Information Technology Systems Administrator	21.67	
13058	Library Technician	17.43	
13061	Media Specialist I	15.64	***
13062	Media Specialist II	17.49	
13063	Media Specialist III	19.51	
13071	Photographer I	15.59	***
13072	Photographer II	17.43	
13073	Photographer III	21.67	
13074	Photographer IV	26.50	
13075	Photographer V	32.07	
13090	Technical Order Library Clerk	17.25	
13110	Video Teleconference Technician	15.64	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.11	***
14042	Computer Operator II	16.91	
14043	Computer Operator III	18.84	
14044	Computer Operator IV	20.94	

14045	Computer Operator V		23.20
14071	Computer Programmer I	(see 1)	19.94
14072	Computer Programmer II	(see 1)	24.70
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.11 ***
14160	Personal Computer Support Technician		20.94
14170	System Support Specialist		24.00

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	28.62	
15020	Aircrew Training Devices Instructor (Rated)	34.61	
15030	Air Crew Training Devices Instructor (Pilot)	40.83	
15050	Computer Based Training Specialist / Instructor	28.62	
15060	Educational Technologist	27.12	
15070	Flight Instructor (Pilot)	40.83	
15080	Graphic Artist	20.17	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	40.80	
15086	Maintenance Test Pilot, Rotary Wing	40.80	
15088	Non-Maintenance Test/Co-Pilot	40.80	
15090	Technical Instructor	20.89	
15095	Technical Instructor/Course Developer	25.56	
15110	Test Proctor	16.87	
15120	Tutor	16.87	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.19	***
16030	Counter Attendant	12.19	***
16040	Dry Cleaner	13.93	***
16070	Finisher, Flatwork, Machine	12.19	***
16090	Presser, Hand	12.19	***
16110	Presser, Machine, Drycleaning	12.19	***
16130	Presser, Machine, Shirts	12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.19	***
16190	Sewing Machine Operator	14.55	***
16220	Tailor	15.56	***
16250	Washer, Machine	12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	18.82	
19040	Tool And Die Maker	23.16	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	17.83	
21030	Material Coordinator	21.57	
21040	Material Expediter	21.57	
21050	Material Handling Laborer	15.14	***
21071	Order Filler	13.63	***
21080	Production Line Worker (Food Processing)	17.83	
21110	Shipping Packer	15.26	***
21130	Shipping/Receiving Clerk	15.26	***
21140	Store Worker I	12.17	***
21150	Stock Clerk	16.35	
21210	Tools And Parts Attendant	17.83	
21410	Warehouse Specialist	17.83	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	26.87	
23019	Aircraft Logs and Records Technician	21.09	

23021	Aircraft Mechanic I	25.41	
23022	Aircraft Mechanic II	26.87	
23023	Aircraft Mechanic III	28.26	
23040	Aircraft Mechanic Helper	18.12	
23050	Aircraft, Painter	23.97	
23060	Aircraft Servicer	21.09	
23070	Aircraft Survival Flight Equipment Technician	23.97	
23080	Aircraft Worker	22.47	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.47	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.41	
23110	Appliance Mechanic	22.32	
23120	Bicycle Repairer	19.65	
23125	Cable Splicer	40.67	
23130	Carpenter, Maintenance	20.69	
23140	Carpet Layer	22.47	
23160	Electrician, Maintenance	24.89	
23181	Electronics Technician Maintenance I	24.78	
23182	Electronics Technician Maintenance II	26.44	
23183	Electronics Technician Maintenance III	28.02	
23260	Fabric Worker	21.09	
23290	Fire Alarm System Mechanic	25.41	
23310	Fire Extinguisher Repairer	19.65	
23311	Fuel Distribution System Mechanic	25.41	
23312	Fuel Distribution System Operator	19.65	
23370	General Maintenance Worker	18.18	
23380	Ground Support Equipment Mechanic	25.41	
23381	Ground Support Equipment Servicer	21.09	
23382	Ground Support Equipment Worker	22.47	
23391	Gunsmith I	19.65	
23392	Gunsmith II	22.47	
23393	Gunsmith III	25.41	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.54	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.33	
23430	Heavy Equipment Mechanic	23.29	
23440	Heavy Equipment Operator	23.09	
23460	Instrument Mechanic	25.41	
23465	Laboratory/Shelter Mechanic	23.97	
23470	Laborer	15.14	***
23510	Locksmith	23.97	
23530	Machinery Maintenance Mechanic	26.81	
23550	Machinist, Maintenance	20.69	
23580	Maintenance Trades Helper	18.12	
23591	Metrology Technician I	25.41	
23592	Metrology Technician II	26.87	
23593	Metrology Technician III	28.26	
23640	Millwright	23.10	
23710	Office Appliance Repairer	18.88	
23760	Painter, Maintenance	22.66	
23790	Pipefitter, Maintenance	28.64	
23810	Plumber, Maintenance	25.68	
23820	Pneudraulic Systems Mechanic	25.41	
23850	Rigger	25.41	
23870	Scale Mechanic	22.47	
23890	Sheet-Metal Worker, Maintenance	23.02	
23910	Small Engine Mechanic	19.97	
23931	Telecommunications Mechanic I	25.33	
23932	Telecommunications Mechanic II	26.80	
23950	Telephone Lineman	28.41	
23960	Welder, Combination, Maintenance	18.39	
23965	Well Driller	25.41	
23970	Woodcraft Worker	25.41	
23980	Woodworker	19.65	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.29	***
24570	Child Care Attendant	10.69	***
24580	Child Care Center Clerk	13.33	***
24610	Chore Aide	11.13	***

24620	Family Readiness And Support Services Coordinator	15.29	***
24630	Homemaker	16.03	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.10	
25040	Sewage Plant Operator	18.93	
25070	Stationary Engineer	23.10	
25190	Ventilation Equipment Tender	16.47	
25210	Water Treatment Plant Operator	18.93	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.23	
27007	Baggage Inspector	12.42	***
27008	Corrections Officer	18.04	
27010	Court Security Officer	17.93	
27030	Detection Dog Handler	18.52	
27040	Detention Officer	18.04	
27070	Firefighter	17.21	
27101	Guard I	12.42	***
27102	Guard II	18.52	
27131	Police Officer I	19.06	
27132	Police Officer II	21.18	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.68	***
28042	Carnival Equipment Repairer	14.83	***
28043	Carnival Worker	10.39	***
28210	Gate Attendant/Gate Tender	14.15	***
28310	Lifeguard	12.61	***
28350	Park Attendant (Aide)	15.84	***
28510	Recreation Aide/Health Facility Attendant	11.56	***
28515	Recreation Specialist	19.62	
28630	Sports Official	12.61	***
28690	Swimming Pool Operator	17.18	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	22.77	
29020	Hatch Tender	22.77	
29030	Line Handler	22.77	
29041	Stevedore I	21.36	
29042	Stevedore II	24.30	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.54	
30022	Archeological Technician II	20.73	
30023	Archeological Technician III	25.69	
30030	Cartographic Technician	25.69	
30040	Civil Engineering Technician	25.69	
30051	Cryogenic Technician I	28.45	
30052	Cryogenic Technician II	31.42	
30061	Drafter/CAD Operator I	18.54	
30062	Drafter/CAD Operator II	20.73	
30063	Drafter/CAD Operator III	23.11	
30064	Drafter/CAD Operator IV	28.45	
30081	Engineering Technician I	16.51	
30082	Engineering Technician II	18.54	
30083	Engineering Technician III	20.73	
30084	Engineering Technician IV	25.69	
30085	Engineering Technician V	31.42	

30086	Engineering Technician VI	38.02
30090	Environmental Technician	25.69
30095	Evidence Control Specialist	25.69
30210	Laboratory Technician	23.11
30221	Latent Fingerprint Technician I	28.45
30222	Latent Fingerprint Technician II	31.42
30240	Mathematical Technician	25.69
30361	Paralegal/Legal Assistant I	17.87
30362	Paralegal/Legal Assistant II	22.14
30363	Paralegal/Legal Assistant III	27.08
30364	Paralegal/Legal Assistant IV	32.77
30375	Petroleum Supply Specialist	31.42
30390	Photo-Optics Technician	25.22
30395	Radiation Control Technician	31.42
30461	Technical Writer I	25.69
30462	Technical Writer II	31.42
30463	Technical Writer III	38.02
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.45
30502	Weather Forecaster II	34.61
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.11
30621	Weather Observer, Senior	(see 2) 25.69

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.39	***
31030	Bus Driver	20.02	
31043	Driver Courier	15.72	***
31260	Parking and Lot Attendant	13.06	***
31290	Shuttle Bus Driver	15.41	***
31310	Taxi Driver	11.51	***
31361	Truckdriver, Light	16.95	
31362	Truckdriver, Medium	18.58	
31363	Truckdriver, Heavy	21.35	
31364	Truckdriver, Tractor-Trailer	21.35	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.88	***
99050	Desk Clerk	11.08	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.42	
99252	Laboratory Animal Caretaker II	17.79	
99260	Marketing Analyst	25.08	
99310	Mortician	26.22	
99410	Pest Controller	20.78	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	14.93	***
99711	Recycling Specialist	17.86	
99730	Refuse Collector	13.56	***
99810	Sales Clerk	12.63	***
99820	School Crossing Guard	13.56	***
99830	Survey Party Chief	18.38	
99831	Surveying Aide	10.64	***
99832	Surveying Technician	17.60	
99840	Vending Machine Attendant	17.86	
99841	Vending Machine Repairer	22.14	
99842	Vending Machine Repairer Helper	17.86	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5087

States/Territories. : Missouri

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Christian, Dallas, Greene, Polk, Webster

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.14	***
01012	Accounting Clerk II	15.87	***
01013	Accounting Clerk III	17.77	
01020	Administrative Assistant	22.91	
01035	Court Reporter	17.41	
01041	Customer Service Representative I	13.24	***
01042	Customer Service Representative II	14.64	***
01043	Customer Service Representative III	16.22	
01051	Data Entry Operator I	13.00	***
01052	Data Entry Operator II	14.19	***
01060	Dispatcher, Motor Vehicle	23.73	
01070	Document Preparation Clerk	14.43	***
01090	Duplicating Machine Operator	14.43	***
01111	General Clerk I	13.24	***
01112	General Clerk II	14.45	***
01113	General Clerk III	16.22	
01120	Housing Referral Assistant	19.41	
01141	Messenger Courier	13.85	***
01191	Order Clerk I	13.23	***
01192	Order Clerk II	14.44	***
01261	Personnel Assistant (Employment) I	16.65	

01262	Personnel Assistant (Employment) II	18.63	
01263	Personnel Assistant (Employment) III	20.76	
01270	Production Control Clerk	20.74	
01290	Rental Clerk	14.12	***
01300	Scheduler, Maintenance	15.57	***
01311	Secretary I	15.57	***
01312	Secretary II	17.41	
01313	Secretary III	19.41	
01320	Service Order Dispatcher	21.22	
01410	Supply Technician	22.91	
01420	Survey Worker	14.87	***
01460	Switchboard Operator/Receptionist	13.07	***
01531	Travel Clerk I	15.46	***
01532	Travel Clerk II	16.69	
01533	Travel Clerk III	17.98	
01611	Word Processor I	14.54	***
01612	Word Processor II	16.32	
01613	Word Processor III	18.26	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.23	
05010	Automotive Electrician	19.61	
05040	Automotive Glass Installer	18.38	
05070	Automotive Worker	18.38	
05110	Mobile Equipment Servicer	16.08	***
05130	Motor Equipment Metal Mechanic	20.79	
05160	Motor Equipment Metal Worker	18.38	
05190	Motor Vehicle Mechanic	20.79	
05220	Motor Vehicle Mechanic Helper	14.83	***
05250	Motor Vehicle Upholstery Worker	17.25	
05280	Motor Vehicle Wrecker	18.38	
05310	Painter, Automotive	19.61	
05340	Radiator Repair Specialist	18.38	
05370	Tire Repairer	15.95	***
05400	Transmission Repair Specialist	20.79	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.75	***
07041	Cook I	11.66	***
07042	Cook II	13.33	***
07070	Dishwasher	10.71	***
07130	Food Service Worker	10.88	***
07210	Meat Cutter	14.53	***
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.33	
09040	Furniture Handler	12.86	***
09080	Furniture Refinisher	20.33	
09090	Furniture Refinisher Helper	15.38	***
09110	Furniture Repairer, Minor	17.89	
09130	Upholsterer	20.33	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	12.58	***
11060	Elevator Operator	13.06	***
11090	Gardener	17.85	
11122	Housekeeping Aide	13.06	***
11150	Janitor	13.06	***
11210	Laborer, Grounds Maintenance	13.76	***
11240	Maid or Houseman	11.86	***
11260	Pruner	12.55	***
11270	Tractor Operator	16.47	
11330	Trail Maintenance Worker	13.76	***

11360	Window Cleaner	14.38	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.34	
12011	Breath Alcohol Technician	19.34	
12012	Certified Occupational Therapist Assistant	28.41	
12015	Certified Physical Therapist Assistant	26.02	
12020	Dental Assistant	19.27	
12025	Dental Hygienist	36.95	
12030	EKG Technician	26.24	
12035	Electroneurodiagnostic Technologist	26.24	
12040	Emergency Medical Technician	19.34	
12071	Licensed Practical Nurse I	17.29	
12072	Licensed Practical Nurse II	19.34	
12073	Licensed Practical Nurse III	21.56	
12100	Medical Assistant	14.15	***
12130	Medical Laboratory Technician	20.76	
12160	Medical Record Clerk	16.47	
12190	Medical Record Technician	18.43	
12195	Medical Transcriptionist	17.59	
12210	Nuclear Medicine Technologist	42.28	
12221	Nursing Assistant I	12.09	***
12222	Nursing Assistant II	13.59	***
12223	Nursing Assistant III	14.83	***
12224	Nursing Assistant IV	16.64	
12235	Optical Dispenser	16.00	***
12236	Optical Technician	17.29	
12250	Pharmacy Technician	14.67	***
12280	Phlebotomist	14.19	***
12305	Radiologic Technologist	24.44	
12311	Registered Nurse I	23.44	
12312	Registered Nurse II	28.68	
12313	Registered Nurse II, Specialist	28.68	
12314	Registered Nurse III	34.69	
12315	Registered Nurse III, Anesthetist	34.69	
12316	Registered Nurse IV	41.59	
12317	Scheduler (Drug and Alcohol Testing)	23.96	
12320	Substance Abuse Treatment Counselor	16.05	***

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.13	
13012	Exhibits Specialist II	22.20	
13013	Exhibits Specialist III	25.99	
13041	Illustrator I	18.13	
13042	Illustrator II	22.20	
13043	Illustrator III	25.99	
13047	Librarian	23.53	
13050	Library Aide/Clerk	12.82	***
13054	Library Information Technology Systems Administrator	21.24	
13058	Library Technician	16.97	
13061	Media Specialist I	15.33	***
13062	Media Specialist II	17.15	
13063	Media Specialist III	19.12	
13071	Photographer I	14.80	***
13072	Photographer II	16.87	
13073	Photographer III	21.90	
13074	Photographer IV	26.77	
13075	Photographer V	32.65	
13090	Technical Order Library Clerk	16.10	***
13110	Video Teleconference Technician	22.88	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.92	
14042	Computer Operator II	18.93	
14043	Computer Operator III	21.10	
14044	Computer Operator IV	23.45	

14045	Computer Operator V		25.97
14071	Computer Programmer I	(see 1)	20.54
14072	Computer Programmer II	(see 1)	25.43
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.92
14160	Personal Computer Support Technician		23.45
14170	System Support Specialist		27.13

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.80	
15020	Aircrew Training Devices Instructor (Rated)		36.05	
15030	Air Crew Training Devices Instructor (Pilot)		43.22	
15050	Computer Based Training Specialist / Instructor		29.80	
15060	Educational Technologist		26.88	
15070	Flight Instructor (Pilot)		43.22	
15080	Graphic Artist		20.17	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.22	
15086	Maintenance Test Pilot, Rotary Wing		43.22	
15088	Non-Maintenance Test/Co-Pilot		43.22	
15090	Technical Instructor		19.58	
15095	Technical Instructor/Course Developer		23.96	
15110	Test Proctor		15.81	***
15120	Tutor		15.81	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.19	***
16030	Counter Attendant		12.19	***
16040	Dry Cleaner		13.93	***
16070	Finisher, Flatwork, Machine		12.19	***
16090	Presser, Hand		12.19	***
16110	Presser, Machine, Drycleaning		12.19	***
16130	Presser, Machine, Shirts		12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.19	***
16190	Sewing Machine Operator		14.55	***
16220	Tailor		15.56	***
16250	Washer, Machine		12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.70	
19040	Tool And Die Maker		30.40	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.22	
21030	Material Coordinator		20.74	
21040	Material Expediter		20.74	
21050	Material Handling Laborer		14.71	***
21071	Order Filler		13.63	***
21080	Production Line Worker (Food Processing)		17.22	
21110	Shipping Packer		14.44	***
21130	Shipping/Receiving Clerk		14.44	***
21140	Store Worker I		12.17	***
21150	Stock Clerk		16.35	
21210	Tools And Parts Attendant		17.22	
21410	Warehouse Specialist		17.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.97	
23019	Aircraft Logs and Records Technician		21.16	

23021	Aircraft Mechanic I	25.50	
23022	Aircraft Mechanic II	26.97	
23023	Aircraft Mechanic III	28.35	
23040	Aircraft Mechanic Helper	18.19	
23050	Aircraft, Painter	24.04	
23060	Aircraft Servicer	21.16	
23070	Aircraft Survival Flight Equipment Technician	24.04	
23080	Aircraft Worker	22.55	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.55	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.50	
23110	Appliance Mechanic	24.21	
23120	Bicycle Repairer	19.44	
23125	Cable Splicer	38.93	
23130	Carpenter, Maintenance	22.29	
23140	Carpet Layer	23.16	
23160	Electrician, Maintenance	27.81	
23181	Electronics Technician Maintenance I	23.59	
23182	Electronics Technician Maintenance II	25.16	
23183	Electronics Technician Maintenance III	26.68	
23260	Fabric Worker	21.74	
23290	Fire Alarm System Mechanic	23.62	
23310	Fire Extinguisher Repairer	20.26	
23311	Fuel Distribution System Mechanic	26.94	
23312	Fuel Distribution System Operator	20.85	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	25.50	
23381	Ground Support Equipment Servicer	21.16	
23382	Ground Support Equipment Worker	22.55	
23391	Gunsmith I	20.26	
23392	Gunsmith II	23.16	
23393	Gunsmith III	26.19	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.36	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.65	
23430	Heavy Equipment Mechanic	24.29	
23440	Heavy Equipment Operator	26.87	
23460	Instrument Mechanic	26.19	
23465	Laboratory/Shelter Mechanic	24.70	
23470	Laborer	14.71	***
23510	Locksmith	25.08	
23530	Machinery Maintenance Mechanic	26.92	
23550	Machinist, Maintenance	22.21	
23580	Maintenance Trades Helper	14.61	***
23591	Metrology Technician I	26.19	
23592	Metrology Technician II	27.71	
23593	Metrology Technician III	29.13	
23640	Millwright	26.19	
23710	Office Appliance Repairer	17.60	
23760	Painter, Maintenance	22.38	
23790	Pipefitter, Maintenance	28.53	
23810	Plumber, Maintenance	25.38	
23820	Pneudraulic Systems Mechanic	26.19	
23850	Rigger	26.19	
23870	Scale Mechanic	23.16	
23890	Sheet-Metal Worker, Maintenance	21.51	
23910	Small Engine Mechanic	21.06	
23931	Telecommunications Mechanic I	27.27	
23932	Telecommunications Mechanic II	28.84	
23950	Telephone Lineman	34.01	
23960	Welder, Combination, Maintenance	22.11	
23965	Well Driller	26.19	
23970	Woodcraft Worker	26.19	
23980	Woodworker	20.26	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.12	***
24570	Child Care Attendant	10.70	***
24580	Child Care Center Clerk	13.34	***
24610	Chore Aide	11.35	***

24620	Family Readiness And Support Services Coordinator	14.12	***
24630	Homemaker	15.27	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.19	
25040	Sewage Plant Operator	22.19	
25070	Stationary Engineer	26.19	
25190	Ventilation Equipment Tender	18.68	
25210	Water Treatment Plant Operator	22.19	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	19.61	
27007	Baggage Inspector	14.70	***
27008	Corrections Officer	20.91	
27010	Court Security Officer	19.29	
27030	Detection Dog Handler	18.52	
27040	Detention Officer	20.91	
27070	Firefighter	18.47	
27101	Guard I	14.70	***
27102	Guard II	18.52	
27131	Police Officer I	20.47	
27132	Police Officer II	22.75	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.30	***
28042	Carnival Equipment Repairer	15.51	***
28043	Carnival Worker	10.86	***
28210	Gate Attendant/Gate Tender	14.00	***
28310	Lifeguard	11.42	***
28350	Park Attendant (Aide)	15.66	***
28510	Recreation Aide/Health Facility Attendant	11.11	***
28515	Recreation Specialist	18.86	
28630	Sports Official	12.47	***
28690	Swimming Pool Operator	17.78	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.43	
29020	Hatch Tender	23.43	
29030	Line Handler	23.43	
29041	Stevedore I	21.98	
29042	Stevedore II	24.98	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.39	
30022	Archeological Technician II	20.57	
30023	Archeological Technician III	25.48	
30030	Cartographic Technician	25.48	
30040	Civil Engineering Technician	25.48	
30051	Cryogenic Technician I	28.22	
30052	Cryogenic Technician II	31.17	
30061	Drafter/CAD Operator I	18.39	
30062	Drafter/CAD Operator II	20.57	
30063	Drafter/CAD Operator III	22.93	
30064	Drafter/CAD Operator IV	28.22	
30081	Engineering Technician I	15.30	***
30082	Engineering Technician II	17.17	
30083	Engineering Technician III	20.33	
30084	Engineering Technician IV	25.19	
30085	Engineering Technician V	30.82	

30086	Engineering Technician VI	37.29
30090	Environmental Technician	25.48
30095	Evidence Control Specialist	25.48
30210	Laboratory Technician	22.70
30221	Latent Fingerprint Technician I	27.19
30222	Latent Fingerprint Technician II	30.03
30240	Mathematical Technician	25.48
30361	Paralegal/Legal Assistant I	19.82
30362	Paralegal/Legal Assistant II	24.55
30363	Paralegal/Legal Assistant III	30.03
30364	Paralegal/Legal Assistant IV	36.33
30375	Petroleum Supply Specialist	31.17
30390	Photo-Optics Technician	25.48
30395	Radiation Control Technician	31.17
30461	Technical Writer I	25.25
30462	Technical Writer II	30.89
30463	Technical Writer III	37.38
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.22
30502	Weather Forecaster II	34.33
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.93
30621	Weather Observer, Senior	(see 2) 25.48

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.18	***
31030	Bus Driver	19.73	
31043	Driver Courier	16.32	
31260	Parking and Lot Attendant	12.57	***
31290	Shuttle Bus Driver	15.41	***
31310	Taxi Driver	12.14	***
31361	Truckdriver, Light	17.69	
31362	Truckdriver, Medium	18.99	
31363	Truckdriver, Heavy	21.28	
31364	Truckdriver, Tractor-Trailer	21.28	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.88	***
99050	Desk Clerk	11.40	***
99095	Embalmer	23.12	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.96	***
99252	Laboratory Animal Caretaker II	16.20	
99260	Marketing Analyst	23.27	
99310	Mortician	23.12	
99410	Pest Controller	15.65	***
99510	Photofinishing Worker	13.45	***
99710	Recycling Laborer	19.73	
99711	Recycling Specialist	23.54	
99730	Refuse Collector	17.92	
99810	Sales Clerk	12.63	***
99820	School Crossing Guard	13.56	***
99830	Survey Party Chief	22.95	
99831	Surveying Aide	13.27	***
99832	Surveying Technician	21.98	
99840	Vending Machine Attendant	16.71	
99841	Vending Machine Repairer	21.29	
99842	Vending Machine Repairer Helper	17.67	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5089

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Cooper, Henry, Howard, Johnson, Pettis, Saline

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.77	***
01020	Administrative Assistant	23.31	
01035	Court Reporter	18.32	
01041	Customer Service Representative I	12.87	***
01042	Customer Service Representative II	14.47	***
01043	Customer Service Representative III	15.80	***
01051	Data Entry Operator I	13.83	***
01052	Data Entry Operator II	15.09	***
01060	Dispatcher, Motor Vehicle	19.18	
01070	Document Preparation Clerk	15.64	***
01090	Duplicating Machine Operator	15.64	***
01111	General Clerk I	13.12	***
01112	General Clerk II	14.32	***
01113	General Clerk III	16.07	***
01120	Housing Referral Assistant	20.79	
01141	Messenger Courier	12.47	***
01191	Order Clerk I	14.32	***
01192	Order Clerk II	16.19	***
01261	Personnel Assistant (Employment) I	16.61	

01262	Personnel Assistant (Employment) II	18.57	
01263	Personnel Assistant (Employment) III	20.70	
01270	Production Control Clerk	21.30	
01290	Rental Clerk	15.97	***
01300	Scheduler, Maintenance	15.96	***
01311	Secretary I	15.96	***
01312	Secretary II	17.90	
01313	Secretary III	20.79	
01320	Service Order Dispatcher	21.18	
01410	Supply Technician	23.31	
01420	Survey Worker	17.02	
01460	Switchboard Operator/Receptionist	13.87	***
01531	Travel Clerk I	14.52	***
01532	Travel Clerk II	15.69	***
01533	Travel Clerk III	16.88	
01611	Word Processor I	14.09	***
01612	Word Processor II	15.81	***
01613	Word Processor III	17.69	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.63	
05010	Automotive Electrician	19.32	
05040	Automotive Glass Installer	18.59	
05070	Automotive Worker	18.59	
05110	Mobile Equipment Servicer	16.51	
05130	Motor Equipment Metal Mechanic	20.03	
05160	Motor Equipment Metal Worker	18.59	
05190	Motor Vehicle Mechanic	21.70	
05220	Motor Vehicle Mechanic Helper	15.47	***
05250	Motor Vehicle Upholstery Worker	17.54	
05280	Motor Vehicle Wrecker	18.59	
05310	Painter, Automotive	19.32	
05340	Radiator Repair Specialist	18.59	
05370	Tire Repairer	15.18	***
05400	Transmission Repair Specialist	20.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.52	***
07041	Cook I	11.65	***
07042	Cook II	13.46	***
07070	Dishwasher	10.76	***
07130	Food Service Worker	10.72	***
07210	Meat Cutter	15.84	***
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.23	
09040	Furniture Handler	15.75	***
09080	Furniture Refinisher	21.23	
09090	Furniture Refinisher Helper	17.01	
09110	Furniture Repairer, Minor	19.27	
09130	Upholsterer	14.48	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.66	***
11060	Elevator Operator	13.05	***
11090	Gardener	18.43	
11122	Housekeeping Aide	13.05	***
11150	Janitor	13.05	***
11210	Laborer, Grounds Maintenance	13.87	***
11240	Maid or Houseman	11.01	***
11260	Pruner	12.93	***
11270	Tractor Operator	16.89	
11330	Trail Maintenance Worker	13.87	***

11360	Window Cleaner	14.60	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.12	
12011	Breath Alcohol Technician	18.64	
12012	Certified Occupational Therapist Assistant	25.57	
12015	Certified Physical Therapist Assistant	26.70	
12020	Dental Assistant	17.63	
12025	Dental Hygienist	35.88	
12030	EKG Technician	30.89	
12035	Electroneurodiagnostic Technologist	30.89	
12040	Emergency Medical Technician	17.12	
12071	Licensed Practical Nurse I	16.66	
12072	Licensed Practical Nurse II	18.64	
12073	Licensed Practical Nurse III	20.78	
12100	Medical Assistant	14.41	***
12130	Medical Laboratory Technician	22.73	
12160	Medical Record Clerk	19.84	
12190	Medical Record Technician	22.19	
12195	Medical Transcriptionist	17.05	
12210	Nuclear Medicine Technologist	40.97	
12221	Nursing Assistant I	11.64	***
12222	Nursing Assistant II	13.08	***
12223	Nursing Assistant III	14.27	***
12224	Nursing Assistant IV	16.03	***
12235	Optical Dispenser	15.06	***
12236	Optical Technician	16.66	
12250	Pharmacy Technician	14.84	***
12280	Phlebotomist	14.00	***
12305	Radiologic Technologist	27.82	
12311	Registered Nurse I	23.79	
12312	Registered Nurse II	29.10	
12313	Registered Nurse II, Specialist	29.10	
12314	Registered Nurse III	35.20	
12315	Registered Nurse III, Anesthetist	35.20	
12316	Registered Nurse IV	42.20	
12317	Scheduler (Drug and Alcohol Testing)	23.10	
12320	Substance Abuse Treatment Counselor	18.39	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.11	
13012	Exhibits Specialist II	27.35	
13013	Exhibits Specialist III	30.12	
13041	Illustrator I	19.88	
13042	Illustrator II	24.56	
13043	Illustrator III	30.12	
13047	Librarian	30.95	
13050	Library Aide/Clerk	11.31	***
13054	Library Information Technology Systems Administrator	24.62	
13058	Library Technician	18.00	
13061	Media Specialist I	17.78	
13062	Media Specialist II	19.88	
13063	Media Specialist III	22.15	
13071	Photographer I	17.20	
13072	Photographer II	19.24	
13073	Photographer III	23.84	
13074	Photographer IV	29.17	
13075	Photographer V	35.29	
13090	Technical Order Library Clerk	15.50	***
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.46	
14042	Computer Operator II	19.53	
14043	Computer Operator III	21.78	
14044	Computer Operator IV	24.20	

14045	Computer Operator V		26.80
14071	Computer Programmer I	(see 1)	22.38
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.46
14160	Personal Computer Support Technician		24.20
14170	System Support Specialist		26.80

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	32.01	
15020	Aircrew Training Devices Instructor (Rated)	38.72	
15030	Air Crew Training Devices Instructor (Pilot)	46.42	
15050	Computer Based Training Specialist / Instructor	32.01	
15060	Educational Technologist	32.38	
15070	Flight Instructor (Pilot)	46.42	
15080	Graphic Artist	25.30	
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	20.74	
15095	Technical Instructor/Course Developer	25.38	
15110	Test Proctor	17.30	
15120	Tutor	17.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.40	***
16030	Counter Attendant	12.40	***
16040	Dry Cleaner	14.33	***
16070	Finisher, Flatwork, Machine	12.40	***
16090	Presser, Hand	12.40	***
16110	Presser, Machine, Drycleaning	12.40	***
16130	Presser, Machine, Shirts	12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.40	***
16190	Sewing Machine Operator	15.00	***
16220	Tailor	16.04	***
16250	Washer, Machine	12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	21.23	
19040	Tool And Die Maker	27.26	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.24	
21030	Material Coordinator	21.30	
21040	Material Expediter	21.30	
21050	Material Handling Laborer	16.19	***
21071	Order Filler	14.87	***
21080	Production Line Worker (Food Processing)	19.24	
21110	Shipping Packer	15.57	***
21130	Shipping/Receiving Clerk	15.57	***
21140	Store Worker I	14.02	***
21150	Stock Clerk	19.78	
21210	Tools And Parts Attendant	19.24	
21410	Warehouse Specialist	19.24	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	36.92	
23019	Aircraft Logs and Records Technician	29.87	

23021	Aircraft Mechanic I	35.43	
23022	Aircraft Mechanic II	36.92	
23023	Aircraft Mechanic III	38.40	
23040	Aircraft Mechanic Helper	25.38	
23050	Aircraft, Painter	33.83	
23060	Aircraft Servicer	29.87	
23070	Aircraft Survival Flight Equipment Technician	33.83	
23080	Aircraft Worker	32.00	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.00	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.43	
23110	Appliance Mechanic	22.85	
23120	Bicycle Repairer	20.61	
23125	Cable Splicer	37.19	
23130	Carpenter, Maintenance	23.76	
23140	Carpet Layer	25.78	
23160	Electrician, Maintenance	29.98	
23181	Electronics Technician Maintenance I	34.01	
23182	Electronics Technician Maintenance II	35.96	
23183	Electronics Technician Maintenance III	37.66	
23260	Fabric Worker	22.22	
23290	Fire Alarm System Mechanic	26.36	
23310	Fire Extinguisher Repairer	20.61	
23311	Fuel Distribution System Mechanic	25.39	
23312	Fuel Distribution System Operator	19.91	
23370	General Maintenance Worker	20.36	
23380	Ground Support Equipment Mechanic	35.43	
23381	Ground Support Equipment Servicer	29.87	
23382	Ground Support Equipment Worker	32.00	
23391	Gunsmith I	20.61	
23392	Gunsmith II	23.81	
23393	Gunsmith III	26.36	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.80	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71	
23430	Heavy Equipment Mechanic	25.81	
23440	Heavy Equipment Operator	23.00	
23460	Instrument Mechanic	26.36	
23465	Laboratory/Shelter Mechanic	25.17	
23470	Laborer	14.25	***
23510	Locksmith	25.17	
23530	Machinery Maintenance Mechanic	28.27	
23550	Machinist, Maintenance	22.01	
23580	Maintenance Trades Helper	18.88	
23591	Metrology Technician I	26.36	
23592	Metrology Technician II	27.47	
23593	Metrology Technician III	28.57	
23640	Millwright	26.36	
23710	Office Appliance Repairer	25.17	
23760	Painter, Maintenance	22.37	
23790	Pipefitter, Maintenance	27.67	
23810	Plumber, Maintenance	24.62	
23820	Pneudraulic Systems Mechanic	26.36	
23850	Rigger	26.36	
23870	Scale Mechanic	23.81	
23890	Sheet-Metal Worker, Maintenance	32.54	
23910	Small Engine Mechanic	21.10	
23931	Telecommunications Mechanic I	27.68	
23932	Telecommunications Mechanic II	28.85	
23950	Telephone Lineman	33.98	
23960	Welder, Combination, Maintenance	22.01	
23965	Well Driller	26.36	
23970	Woodcraft Worker	26.36	
23980	Woodworker	20.61	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.65	***
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	11.07	***

24620	Family Readiness And Support Services Coordinator	14.65	***
24630	Homemaker	16.12	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.31	
25040	Sewage Plant Operator	21.30	
25070	Stationary Engineer	29.31	
25190	Ventilation Equipment Tender	20.99	
25210	Water Treatment Plant Operator	21.25	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.02	
27007	Baggage Inspector	17.17	
27008	Corrections Officer	18.89	
27010	Court Security Officer	20.41	
27030	Detection Dog Handler	19.40	
27040	Detention Officer	18.89	
27070	Firefighter	21.35	
27101	Guard I	17.17	
27102	Guard II	19.40	
27131	Police Officer I	22.07	
27132	Police Officer II	24.51	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.52	***
28042	Carnival Equipment Repairer	15.85	***
28043	Carnival Worker	10.66	***
28210	Gate Attendant/Gate Tender	16.41	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	18.36	
28510	Recreation Aide/Health Facility Attendant	13.40	***
28515	Recreation Specialist	22.32	
28630	Sports Official	14.62	***
28690	Swimming Pool Operator	19.44	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.81	
29020	Hatch Tender	23.81	
29030	Line Handler	23.81	
29041	Stevedore I	22.22	
29042	Stevedore II	25.17	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.78	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.81	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.73	
30021	Archeological Technician I	18.12	
30022	Archeological Technician II	20.27	
30023	Archeological Technician III	25.12	
30030	Cartographic Technician	25.12	
30040	Civil Engineering Technician	25.17	
30051	Cryogenic Technician I	27.81	
30052	Cryogenic Technician II	30.73	
30061	Drafter/CAD Operator I	18.12	
30062	Drafter/CAD Operator II	20.27	
30063	Drafter/CAD Operator III	22.60	
30064	Drafter/CAD Operator IV	27.81	
30081	Engineering Technician I	15.89	***
30082	Engineering Technician II	19.08	
30083	Engineering Technician III	21.95	
30084	Engineering Technician IV	24.73	
30085	Engineering Technician V	30.25	

30086	Engineering Technician VI	36.61
30090	Environmental Technician	25.12
30095	Evidence Control Specialist	25.12
30210	Laboratory Technician	22.60
30221	Latent Fingerprint Technician I	27.81
30222	Latent Fingerprint Technician II	30.73
30240	Mathematical Technician	25.12
30361	Paralegal/Legal Assistant I	18.91
30362	Paralegal/Legal Assistant II	23.97
30363	Paralegal/Legal Assistant III	29.33
30364	Paralegal/Legal Assistant IV	35.48
30375	Petroleum Supply Specialist	30.73
30390	Photo-Optics Technician	25.12
30395	Radiation Control Technician	30.73
30461	Technical Writer I	25.12
30462	Technical Writer II	30.73
30463	Technical Writer III	37.17
30491	Unexploded Ordnance (UXO) Technician I	26.55
30492	Unexploded Ordnance (UXO) Technician II	32.13
30493	Unexploded Ordnance (UXO) Technician III	38.51
30494	Unexploded (UXO) Safety Escort	26.55
30495	Unexploded (UXO) Sweep Personnel	26.55
30501	Weather Forecaster I	27.81
30502	Weather Forecaster II	33.83
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.60
30621	Weather Observer, Senior	(see 2) 25.12

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.13	
31020	Bus Aide	13.40	***
31030	Bus Driver	19.01	
31043	Driver Courier	16.15	***
31260	Parking and Lot Attendant	12.07	***
31290	Shuttle Bus Driver	15.99	***
31310	Taxi Driver	12.80	***
31361	Truckdriver, Light	17.62	
31362	Truckdriver, Medium	21.15	
31363	Truckdriver, Heavy	21.54	
31364	Truckdriver, Tractor-Trailer	21.54	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.66	***
99030	Cashier	10.95	***
99050	Desk Clerk	10.82	***
99095	Embalmer	32.55	
99130	Flight Follower	26.55	
99251	Laboratory Animal Caretaker I	14.54	***
99252	Laboratory Animal Caretaker II	15.87	***
99260	Marketing Analyst	24.22	
99310	Mortician	36.59	
99410	Pest Controller	17.98	
99510	Photofinishing Worker	13.95	***
99710	Recycling Laborer	17.34	
99711	Recycling Specialist	21.12	
99730	Refuse Collector	15.50	***
99810	Sales Clerk	13.26	***
99820	School Crossing Guard	15.95	***
99830	Survey Party Chief	23.16	
99831	Surveying Aide	14.40	***
99832	Surveying Technician	19.71	
99840	Vending Machine Attendant	19.32	
99841	Vending Machine Repairer	23.23	
99842	Vending Machine Repairer Helper	19.32	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5091

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Crawford, Gasconade

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.10	***
01012	Accounting Clerk II	15.83	***
01013	Accounting Clerk III	18.57	
01020	Administrative Assistant	24.14	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	12.87	***
01042	Customer Service Representative II	14.47	***
01043	Customer Service Representative III	15.80	***
01051	Data Entry Operator I	13.83	***
01052	Data Entry Operator II	15.09	***
01060	Dispatcher, Motor Vehicle	19.18	
01070	Document Preparation Clerk	14.86	***
01090	Duplicating Machine Operator	14.86	***
01111	General Clerk I	13.12	***
01112	General Clerk II	15.00	***
01113	General Clerk III	17.07	
01120	Housing Referral Assistant	20.96	
01141	Messenger Courier	12.47	***
01191	Order Clerk I	14.32	***
01192	Order Clerk II	15.62	***
01261	Personnel Assistant (Employment) I	16.61	

01262	Personnel Assistant (Employment) II	19.05	
01263	Personnel Assistant (Employment) III	20.73	
01270	Production Control Clerk	21.30	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	15.96	***
01311	Secretary I	15.96	***
01312	Secretary II	17.85	
01313	Secretary III	20.96	
01320	Service Order Dispatcher	18.12	
01410	Supply Technician	24.14	
01420	Survey Worker	19.05	
01460	Switchboard Operator/Receptionist	15.10	***
01531	Travel Clerk I	14.52	***
01532	Travel Clerk II	15.69	***
01533	Travel Clerk III	16.88	
01611	Word Processor I	13.63	***
01612	Word Processor II	16.06	***
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.08	
05010	Automotive Electrician	20.59	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	18.01	
05130	Motor Equipment Metal Mechanic	21.46	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	20.40	
05220	Motor Vehicle Mechanic Helper	16.72	
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	20.59	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	15.80	***
05400	Transmission Repair Specialist	21.46	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.77	***
07041	Cook I	11.65	***
07042	Cook II	13.46	***
07070	Dishwasher	10.76	***
07130	Food Service Worker	10.72	***
07210	Meat Cutter	16.34	
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.56	
09040	Furniture Handler	13.35	***
09080	Furniture Refinisher	20.56	
09090	Furniture Refinisher Helper	16.55	
09110	Furniture Repairer, Minor	18.84	
09130	Upholsterer	22.61	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.74	***
11060	Elevator Operator	13.05	***
11090	Gardener	18.43	
11122	Housekeeping Aide	13.05	***
11150	Janitor	13.05	***
11210	Laborer, Grounds Maintenance	13.87	***
11240	Maid or Houseman	11.01	***
11260	Pruner	12.40	***
11270	Tractor Operator	16.89	
11330	Trail Maintenance Worker	13.87	***

11360	Window Cleaner	14.60	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.90	
12011	Breath Alcohol Technician	18.64	
12012	Certified Occupational Therapist Assistant	25.57	
12015	Certified Physical Therapist Assistant	26.70	
12020	Dental Assistant	17.63	
12025	Dental Hygienist	34.47	
12030	EKG Technician	30.89	
12035	Electroneurodiagnostic Technologist	30.89	
12040	Emergency Medical Technician	19.90	
12071	Licensed Practical Nurse I	16.66	
12072	Licensed Practical Nurse II	18.64	
12073	Licensed Practical Nurse III	20.78	
12100	Medical Assistant	14.41	***
12130	Medical Laboratory Technician	24.95	
12160	Medical Record Clerk	19.84	
12190	Medical Record Technician	22.19	
12195	Medical Transcriptionist	17.05	
12210	Nuclear Medicine Technologist	40.97	
12221	Nursing Assistant I	11.64	***
12222	Nursing Assistant II	13.08	***
12223	Nursing Assistant III	14.27	***
12224	Nursing Assistant IV	16.03	***
12235	Optical Dispenser	16.07	***
12236	Optical Technician	16.66	
12250	Pharmacy Technician	15.52	***
12280	Phlebotomist	14.07	***
12305	Radiologic Technologist	27.60	
12311	Registered Nurse I	26.36	
12312	Registered Nurse II	29.18	
12313	Registered Nurse II, Specialist	29.18	
12314	Registered Nurse III	35.30	
12315	Registered Nurse III, Anesthetist	35.30	
12316	Registered Nurse IV	42.33	
12317	Scheduler (Drug and Alcohol Testing)	23.10	
12320	Substance Abuse Treatment Counselor	18.39	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.88	
13012	Exhibits Specialist II	24.62	
13013	Exhibits Specialist III	30.12	
13041	Illustrator I	20.80	
13042	Illustrator II	25.56	
13043	Illustrator III	30.15	
13047	Librarian	27.27	
13050	Library Aide/Clerk	12.34	***
13054	Library Information Technology Systems Administrator	24.62	
13058	Library Technician	18.00	
13061	Media Specialist I	17.78	
13062	Media Specialist II	19.88	
13063	Media Specialist III	22.15	
13071	Photographer I	16.71	
13072	Photographer II	18.69	
13073	Photographer III	23.16	
13074	Photographer IV	27.91	
13075	Photographer V	33.77	
13090	Technical Order Library Clerk	15.50	***
13110	Video Teleconference Technician	20.39	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.46	
14042	Computer Operator II	19.53	
14043	Computer Operator III	21.78	
14044	Computer Operator IV	24.20	

14045	Computer Operator V		26.80
14071	Computer Programmer I	(see 1)	22.01
14072	Computer Programmer II	(see 1)	26.17
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.26
14160	Personal Computer Support Technician		25.31
14170	System Support Specialist		26.80

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.92	
15020	Aircrew Training Devices Instructor (Rated)		42.25	
15030	Air Crew Training Devices Instructor (Pilot)		50.64	
15050	Computer Based Training Specialist / Instructor		34.92	
15060	Educational Technologist		33.86	
15070	Flight Instructor (Pilot)		50.64	
15080	Graphic Artist		21.87	
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		20.66	
15095	Technical Instructor/Course Developer		25.27	
15110	Test Proctor		16.67	
15120	Tutor		16.67	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.40	***
16030	Counter Attendant		12.40	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.40	***
16090	Presser, Hand		12.40	***
16110	Presser, Machine, Drycleaning		12.40	***
16130	Presser, Machine, Shirts		12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.40	***
16190	Sewing Machine Operator		15.00	***
16220	Tailor		16.04	***
16250	Washer, Machine		12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.05	
19040	Tool And Die Maker		25.72	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.14	
21030	Material Coordinator		21.30	
21040	Material Expediter		21.30	
21050	Material Handling Laborer		19.18	
21071	Order Filler		14.20	***
21080	Production Line Worker (Food Processing)		19.14	
21110	Shipping Packer		15.18	***
21130	Shipping/Receiving Clerk		15.18	***
21140	Store Worker I		14.02	***
21150	Stock Clerk		19.78	
21210	Tools And Parts Attendant		19.14	
21410	Warehouse Specialist		19.14	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		36.92	
23019	Aircraft Logs and Records Technician		29.87	

23021	Aircraft Mechanic I	35.43
23022	Aircraft Mechanic II	36.92
23023	Aircraft Mechanic III	38.40
23040	Aircraft Mechanic Helper	25.38
23050	Aircraft, Painter	33.83
23060	Aircraft Servicer	29.87
23070	Aircraft Survival Flight Equipment Technician	33.83
23080	Aircraft Worker	32.00
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.00
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.43
23110	Appliance Mechanic	24.01
23120	Bicycle Repairer	20.61
23125	Cable Splicer	37.19
23130	Carpenter, Maintenance	26.52
23140	Carpet Layer	23.81
23160	Electrician, Maintenance	30.81
23181	Electronics Technician Maintenance I	34.01
23182	Electronics Technician Maintenance II	35.96
23183	Electronics Technician Maintenance III	37.66
23260	Fabric Worker	22.22
23290	Fire Alarm System Mechanic	26.36
23310	Fire Extinguisher Repairer	20.61
23311	Fuel Distribution System Mechanic	25.06
23312	Fuel Distribution System Operator	19.59
23370	General Maintenance Worker	20.67
23380	Ground Support Equipment Mechanic	35.43
23381	Ground Support Equipment Servicer	29.87
23382	Ground Support Equipment Worker	32.00
23391	Gunsmith I	20.61
23392	Gunsmith II	23.81
23393	Gunsmith III	26.36
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430	Heavy Equipment Mechanic	25.81
23440	Heavy Equipment Operator	25.39
23460	Instrument Mechanic	26.36
23465	Laboratory/Shelter Mechanic	25.17
23470	Laborer	17.17
23510	Locksmith	25.17
23530	Machinery Maintenance Mechanic	28.27
23550	Machinist, Maintenance	24.17
23580	Maintenance Trades Helper	18.88
23591	Metrology Technician I	26.36
23592	Metrology Technician II	27.47
23593	Metrology Technician III	28.57
23640	Millwright	27.07
23710	Office Appliance Repairer	25.17
23760	Painter, Maintenance	23.03
23790	Pipefitter, Maintenance	30.12
23810	Plumber, Maintenance	28.85
23820	Pneudraulic Systems Mechanic	26.36
23850	Rigger	26.36
23870	Scale Mechanic	23.81
23890	Sheet-Metal Worker, Maintenance	32.13
23910	Small Engine Mechanic	21.36
23931	Telecommunications Mechanic I	27.68
23932	Telecommunications Mechanic II	28.85
23950	Telephone Lineman	33.98
23960	Welder, Combination, Maintenance	23.21
23965	Well Driller	26.36
23970	Woodcraft Worker	26.36
23980	Woodworker	20.61

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.65	***
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	13.39	***
24610	Chore Aide	11.07	***

24620	Family Readiness And Support Services Coordinator	14.65	***
24630	Homemaker	14.65	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.31	
25040	Sewage Plant Operator	23.34	
25070	Stationary Engineer	29.31	
25190	Ventilation Equipment Tender	20.99	
25210	Water Treatment Plant Operator	23.34	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.23	
27007	Baggage Inspector	17.17	
27008	Corrections Officer	18.82	
27010	Court Security Officer	22.13	
27030	Detection Dog Handler	19.40	
27040	Detention Officer	18.82	
27070	Firefighter	25.67	
27101	Guard I	17.17	
27102	Guard II	19.40	
27131	Police Officer I	22.39	
27132	Police Officer II	24.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.52	***
28042	Carnival Equipment Repairer	15.85	***
28043	Carnival Worker	10.66	***
28210	Gate Attendant/Gate Tender	16.12	***
28310	Lifeguard	11.59	***
28350	Park Attendant (Aide)	18.02	
28510	Recreation Aide/Health Facility Attendant	13.14	***
28515	Recreation Specialist	22.32	
28630	Sports Official	14.34	***
28690	Swimming Pool Operator	18.31	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.81	
29020	Hatch Tender	23.81	
29030	Line Handler	23.81	
29041	Stevedore I	22.22	
29042	Stevedore II	25.17	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.78	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.81	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.73	
30021	Archeological Technician I	19.36	
30022	Archeological Technician II	21.56	
30023	Archeological Technician III	25.12	
30030	Cartographic Technician	27.52	
30040	Civil Engineering Technician	24.73	
30051	Cryogenic Technician I	27.81	
30052	Cryogenic Technician II	30.73	
30061	Drafter/CAD Operator I	19.36	
30062	Drafter/CAD Operator II	21.56	
30063	Drafter/CAD Operator III	24.15	
30064	Drafter/CAD Operator IV	29.71	
30081	Engineering Technician I	17.67	
30082	Engineering Technician II	19.83	
30083	Engineering Technician III	22.18	
30084	Engineering Technician IV	27.48	
30085	Engineering Technician V	33.62	

30086	Engineering Technician VI	40.68
30090	Environmental Technician	25.12
30095	Evidence Control Specialist	25.12
30210	Laboratory Technician	22.61
30221	Latent Fingerprint Technician I	27.81
30222	Latent Fingerprint Technician II	30.73
30240	Mathematical Technician	26.82
30361	Paralegal/Legal Assistant I	20.04
30362	Paralegal/Legal Assistant II	24.86
30363	Paralegal/Legal Assistant III	30.37
30364	Paralegal/Legal Assistant IV	36.75
30375	Petroleum Supply Specialist	30.73
30390	Photo-Optics Technician	26.82
30395	Radiation Control Technician	30.73
30461	Technical Writer I	25.12
30462	Technical Writer II	30.73
30463	Technical Writer III	37.17
30491	Unexploded Ordnance (UXO) Technician I	26.55
30492	Unexploded Ordnance (UXO) Technician II	32.13
30493	Unexploded Ordnance (UXO) Technician III	38.51
30494	Unexploded (UXO) Safety Escort	26.55
30495	Unexploded (UXO) Sweep Personnel	26.55
30501	Weather Forecaster I	27.81
30502	Weather Forecaster II	33.83
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.15
30621	Weather Observer, Senior	(see 2) 26.82

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.13	
31020	Bus Aide	13.40	***
31030	Bus Driver	18.17	
31043	Driver Courier	16.15	***
31260	Parking and Lot Attendant	11.85	***
31290	Shuttle Bus Driver	16.94	
31310	Taxi Driver	12.80	***
31361	Truckdriver, Light	17.62	
31362	Truckdriver, Medium	19.00	
31363	Truckdriver, Heavy	21.17	
31364	Truckdriver, Tractor-Trailer	21.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.66	***
99030	Cashier	10.95	***
99050	Desk Clerk	10.82	***
99095	Embalmer	36.18	
99130	Flight Follower	26.55	
99251	Laboratory Animal Caretaker I	14.54	***
99252	Laboratory Animal Caretaker II	15.87	***
99260	Marketing Analyst	24.22	
99310	Mortician	36.95	
99410	Pest Controller	17.75	
99510	Photofinishing Worker	13.95	***
99710	Recycling Laborer	18.45	
99711	Recycling Specialist	22.00	
99730	Refuse Collector	16.24	
99810	Sales Clerk	13.26	***
99820	School Crossing Guard	15.95	***
99830	Survey Party Chief	21.68	
99831	Surveying Aide	14.38	***
99832	Surveying Technician	19.71	
99840	Vending Machine Attendant	17.25	
99841	Vending Machine Repairer	20.15	
99842	Vending Machine Repairer Helper	17.25	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5093

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Benton, Camden, Dent, Hickory, Laclede, Maries, Miller, Morgan, Phelps, Pulaski, St Clair

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.58	
01020	Administrative Assistant	23.31	
01035	Court Reporter	17.12	
01041	Customer Service Representative I	12.87	***
01042	Customer Service Representative II	14.47	***
01043	Customer Service Representative III	15.80	***
01051	Data Entry Operator I	13.83	***
01052	Data Entry Operator II	15.09	***
01060	Dispatcher, Motor Vehicle	19.18	
01070	Document Preparation Clerk	13.85	***
01090	Duplicating Machine Operator	13.85	***
01111	General Clerk I	13.12	***
01112	General Clerk II	14.32	***
01113	General Clerk III	16.07	***
01120	Housing Referral Assistant	19.08	
01141	Messenger Courier	11.87	***
01191	Order Clerk I	14.32	***
01192	Order Clerk II	15.62	***

01261	Personnel Assistant (Employment) I	16.61	
01262	Personnel Assistant (Employment) II	18.57	
01263	Personnel Assistant (Employment) III	20.70	
01270	Production Control Clerk	21.30	
01290	Rental Clerk	15.27	***
01300	Scheduler, Maintenance	15.31	***
01311	Secretary I	15.31	***
01312	Secretary II	17.12	
01313	Secretary III	19.08	
01320	Service Order Dispatcher	17.14	
01410	Supply Technician	23.31	
01420	Survey Worker	14.95	***
01460	Switchboard Operator/Receptionist	13.31	***
01531	Travel Clerk I	14.52	***
01532	Travel Clerk II	15.69	***
01533	Travel Clerk III	16.88	
01611	Word Processor I	13.63	***
01612	Word Processor II	15.31	***
01613	Word Processor III	17.12	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.45	
05010	Automotive Electrician	16.87	
05040	Automotive Glass Installer	15.95	***
05070	Automotive Worker	15.95	***
05110	Mobile Equipment Servicer	14.19	***
05130	Motor Equipment Metal Mechanic	17.73	
05160	Motor Equipment Metal Worker	15.95	***
05190	Motor Vehicle Mechanic	17.73	
05220	Motor Vehicle Mechanic Helper	13.33	***
05250	Motor Vehicle Upholstery Worker	15.36	***
05280	Motor Vehicle Wrecker	15.95	***
05310	Painter, Automotive	16.86	
05340	Radiator Repair Specialist	15.95	***
05370	Tire Repairer	13.08	***
05400	Transmission Repair Specialist	17.73	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.02	***
07041	Cook I	11.65	***
07042	Cook II	13.46	***
07070	Dishwasher	10.76	***
07130	Food Service Worker	10.72	***
07210	Meat Cutter	15.66	***
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.13	
09040	Furniture Handler	10.52	***
09080	Furniture Refinisher	16.30	
09090	Furniture Refinisher Helper	12.95	***
09110	Furniture Repairer, Minor	14.39	***
09130	Upholsterer	14.97	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	11.66	***
11060	Elevator Operator	13.05	***
11090	Gardener	18.43	
11122	Housekeeping Aide	13.05	***
11150	Janitor	13.05	***
11210	Laborer, Grounds Maintenance	13.87	***
11240	Maid or Houseman	11.01	***
11260	Pruner	12.40	***
11270	Tractor Operator	16.89	

11330	Trail Maintenance Worker	13.87	***
11360	Window Cleaner	14.60	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.12	
12011	Breath Alcohol Technician	18.64	
12012	Certified Occupational Therapist Assistant	25.57	
12015	Certified Physical Therapist Assistant	26.70	
12020	Dental Assistant	17.53	
12025	Dental Hygienist	34.47	
12030	EKG Technician	30.89	
12035	Electroneurodiagnostic Technologist	30.89	
12040	Emergency Medical Technician	17.12	
12071	Licensed Practical Nurse I	16.66	
12072	Licensed Practical Nurse II	18.64	
12073	Licensed Practical Nurse III	20.78	
12100	Medical Assistant	14.41	***
12130	Medical Laboratory Technician	21.66	
12160	Medical Record Clerk	19.84	
12190	Medical Record Technician	22.19	
12195	Medical Transcriptionist	17.05	
12210	Nuclear Medicine Technologist	40.97	
12221	Nursing Assistant I	11.64	***
12222	Nursing Assistant II	13.08	***
12223	Nursing Assistant III	14.27	***
12224	Nursing Assistant IV	16.03	***
12235	Optical Dispenser	15.06	***
12236	Optical Technician	16.66	
12250	Pharmacy Technician	14.36	***
12280	Phlebotomist	14.19	***
12305	Radiologic Technologist	27.28	
12311	Registered Nurse I	23.79	
12312	Registered Nurse II	29.10	
12313	Registered Nurse II, Specialist	29.10	
12314	Registered Nurse III	35.20	
12315	Registered Nurse III, Anesthetist	35.20	
12316	Registered Nurse IV	42.20	
12317	Scheduler (Drug and Alcohol Testing)	23.10	
12320	Substance Abuse Treatment Counselor	18.39	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.88	
13012	Exhibits Specialist II	24.42	
13013	Exhibits Specialist III	27.49	
13041	Illustrator I	19.88	
13042	Illustrator II	24.42	
13043	Illustrator III	27.49	
13047	Librarian	24.89	
13050	Library Aide/Clerk	12.51	***
13054	Library Information Technology Systems Administrator	22.48	
13058	Library Technician	18.00	
13061	Media Specialist I	16.23	
13062	Media Specialist II	18.14	
13063	Media Specialist III	20.22	
13071	Photographer I	14.88	***
13072	Photographer II	16.65	
13073	Photographer III	20.63	
13074	Photographer IV	25.23	
13075	Photographer V	30.59	
13090	Technical Order Library Clerk	15.50	***
13110	Video Teleconference Technician	19.86	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.92	
14042	Computer Operator II	18.92	
14043	Computer Operator III	21.09	

14044	Computer Operator IV		23.44
14045	Computer Operator V		25.96
14071	Computer Programmer I	(see 1)	20.96
14072	Computer Programmer II	(see 1)	25.97
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.92
14160	Personal Computer Support Technician		23.44
14170	System Support Specialist		25.96

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		32.01	
15020	Aircrew Training Devices Instructor (Rated)		38.72	
15030	Air Crew Training Devices Instructor (Pilot)		46.42	
15050	Computer Based Training Specialist / Instructor		32.01	
15060	Educational Technologist		32.38	
15070	Flight Instructor (Pilot)		46.42	
15080	Graphic Artist		20.17	
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		18.49	
15095	Technical Instructor/Course Developer		22.61	
15110	Test Proctor		14.92	***
15120	Tutor		14.92	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.40	***
16030	Counter Attendant		12.40	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.40	***
16090	Presser, Hand		12.40	***
16110	Presser, Machine, Drycleaning		12.40	***
16130	Presser, Machine, Shirts		12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.40	***
16190	Sewing Machine Operator		15.00	***
16220	Tailor		16.04	***
16250	Washer, Machine		12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		19.53	
19040	Tool And Die Maker		22.96	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.22	
21030	Material Coordinator		21.00	
21040	Material Expediter		21.00	
21050	Material Handling Laborer		14.25	***
21071	Order Filler		13.50	***
21080	Production Line Worker (Food Processing)		18.22	
21110	Shipping Packer		15.18	***
21130	Shipping/Receiving Clerk		15.18	***
21140	Store Worker I		14.02	***
21150	Stock Clerk		19.78	
21210	Tools And Parts Attendant		18.22	
21410	Warehouse Specialist		18.22	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		31.59	

23019	Aircraft Logs and Records Technician	25.55	
23021	Aircraft Mechanic I	30.33	
23022	Aircraft Mechanic II	31.59	
23023	Aircraft Mechanic III	32.90	
23040	Aircraft Mechanic Helper	22.79	
23050	Aircraft, Painter	28.95	
23060	Aircraft Servicer	25.55	
23070	Aircraft Survival Flight Equipment Technician	28.95	
23080	Aircraft Worker	27.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.33	
23110	Appliance Mechanic	22.81	
23120	Bicycle Repairer	19.44	
23125	Cable Splicer	37.19	
23130	Carpenter, Maintenance	22.26	
23140	Carpet Layer	23.81	
23160	Electrician, Maintenance	23.02	
23181	Electronics Technician Maintenance I	34.01	
23182	Electronics Technician Maintenance II	35.96	
23183	Electronics Technician Maintenance III	37.66	
23260	Fabric Worker	22.22	
23290	Fire Alarm System Mechanic	26.36	
23310	Fire Extinguisher Repairer	20.61	
23311	Fuel Distribution System Mechanic	25.06	
23312	Fuel Distribution System Operator	19.59	
23370	General Maintenance Worker	18.02	
23380	Ground Support Equipment Mechanic	30.33	
23381	Ground Support Equipment Servicer	25.55	
23382	Ground Support Equipment Worker	27.38	
23391	Gunsmith I	20.61	
23392	Gunsmith II	23.81	
23393	Gunsmith III	26.36	
23410	Heating, Ventilation And Air-Conditioning Mechanic	20.83	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.70	
23430	Heavy Equipment Mechanic	25.81	
23440	Heavy Equipment Operator	22.88	
23460	Instrument Mechanic	26.36	
23465	Laboratory/Shelter Mechanic	25.17	
23470	Laborer	14.25	***
23510	Locksmith	25.17	
23530	Machinery Maintenance Mechanic	28.27	
23550	Machinist, Maintenance	21.27	
23580	Maintenance Trades Helper	18.88	
23591	Metrology Technician I	26.36	
23592	Metrology Technician II	27.47	
23593	Metrology Technician III	28.57	
23640	Millwright	26.36	
23710	Office Appliance Repairer	22.85	
23760	Painter, Maintenance	21.14	
23790	Pipefitter, Maintenance	26.04	
23810	Plumber, Maintenance	24.28	
23820	Pneudraulic Systems Mechanic	26.36	
23850	Rigger	26.36	
23870	Scale Mechanic	23.81	
23890	Sheet-Metal Worker, Maintenance	29.01	
23910	Small Engine Mechanic	18.80	
23931	Telecommunications Mechanic I	27.68	
23932	Telecommunications Mechanic II	28.85	
23950	Telephone Lineman	31.82	
23960	Welder, Combination, Maintenance	18.57	
23965	Well Driller	26.36	
23970	Woodcraft Worker	26.36	
23980	Woodworker	20.61	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.65	***
24570	Child Care Attendant	10.65	***
24580	Child Care Center Clerk	13.28	***

24610	Chore Aide	11.07	***
24620	Family Readiness And Support Services Coordinator	14.65	***
24630	Homemaker	15.27	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.31	
25040	Sewage Plant Operator	21.25	
25070	Stationary Engineer	29.31	
25190	Ventilation Equipment Tender	20.99	
25210	Water Treatment Plant Operator	21.25	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.33	***
27007	Baggage Inspector	17.17	
27008	Corrections Officer	18.04	
27010	Court Security Officer	17.21	
27030	Detection Dog Handler	19.40	
27040	Detention Officer	18.04	
27070	Firefighter	18.93	
27101	Guard I	17.17	
27102	Guard II	19.40	
27131	Police Officer I	19.32	
27132	Police Officer II	21.47	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.52	***
28042	Carnival Equipment Repairer	15.85	***
28043	Carnival Worker	10.66	***
28210	Gate Attendant/Gate Tender	16.12	***
28310	Lifeguard	10.83	***
28350	Park Attendant (Aide)	18.02	
28510	Recreation Aide/Health Facility Attendant	13.14	***
28515	Recreation Specialist	22.32	
28630	Sports Official	14.34	***
28690	Swimming Pool Operator	18.90	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.81	
29020	Hatch Tender	23.81	
29030	Line Handler	23.81	
29041	Stevedore I	22.22	
29042	Stevedore II	25.17	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.78	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.81	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.73	
30021	Archeological Technician I	18.12	
30022	Archeological Technician II	20.27	
30023	Archeological Technician III	25.12	
30030	Cartographic Technician	25.12	
30040	Civil Engineering Technician	24.73	
30051	Cryogenic Technician I	27.81	
30052	Cryogenic Technician II	30.73	
30061	Drafter/CAD Operator I	18.12	
30062	Drafter/CAD Operator II	20.27	
30063	Drafter/CAD Operator III	22.60	
30064	Drafter/CAD Operator IV	27.81	
30081	Engineering Technician I	15.10	***
30082	Engineering Technician II	17.40	
30083	Engineering Technician III	20.33	
30084	Engineering Technician IV	25.19	

30085	Engineering Technician V		30.82
30086	Engineering Technician VI		37.29
30090	Environmental Technician		25.12
30095	Evidence Control Specialist		25.12
30210	Laboratory Technician		22.70
30221	Latent Fingerprint Technician I		27.81
30222	Latent Fingerprint Technician II		30.73
30240	Mathematical Technician		25.12
30361	Paralegal/Legal Assistant I		18.48
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		30.73
30390	Photo-Optics Technician		25.12
30395	Radiation Control Technician		30.73
30461	Technical Writer I		25.12
30462	Technical Writer II		30.73
30463	Technical Writer III		37.17
30491	Unexploded Ordnance (UXO) Technician I		26.55
30492	Unexploded Ordnance (UXO) Technician II		32.13
30493	Unexploded Ordnance (UXO) Technician III		38.51
30494	Unexploded (UXO) Safety Escort		26.55
30495	Unexploded (UXO) Sweep Personnel		26.55
30501	Weather Forecaster I		27.81
30502	Weather Forecaster II		33.83
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	22.60
30621	Weather Observer, Senior	(see 2)	25.12

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.13	
31020	Bus Aide	13.31	***
31030	Bus Driver	18.18	
31043	Driver Courier	16.15	***
31260	Parking and Lot Attendant	11.97	***
31290	Shuttle Bus Driver	15.99	***
31310	Taxi Driver	12.66	***
31361	Truckdriver, Light	17.62	
31362	Truckdriver, Medium	19.00	
31363	Truckdriver, Heavy	21.17	
31364	Truckdriver, Tractor-Trailer	21.17	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.66	***
99030	Cashier	10.95	***
99050	Desk Clerk	10.82	***
99095	Embalmer	29.39	
99130	Flight Follower	26.55	
99251	Laboratory Animal Caretaker I	14.54	***
99252	Laboratory Animal Caretaker II	15.87	***
99260	Marketing Analyst	24.22	
99310	Mortician	26.72	
99410	Pest Controller	17.75	
99510	Photofinishing Worker	13.95	***
99710	Recycling Laborer	17.34	
99711	Recycling Specialist	21.12	
99730	Refuse Collector	15.50	***
99810	Sales Clerk	13.26	***
99820	School Crossing Guard	15.95	***
99830	Survey Party Chief	18.38	
99831	Surveying Aide	10.64	***
99832	Surveying Technician	17.60	
99840	Vending Machine Attendant	13.78	***
99841	Vending Machine Repairer	17.59	
99842	Vending Machine Repairer Helper	14.60	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5095

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Adair, Atchison, Carroll, Chariton, Daviess, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Macon, Mercer, Nodaway, Putnam, Schuyler, Sullivan, Worth

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.13	***
01012	Accounting Clerk II	15.86	***
01013	Accounting Clerk III	17.77	
01020	Administrative Assistant	23.99	
01035	Court Reporter	18.32	
01041	Customer Service Representative I	13.67	***
01042	Customer Service Representative II	14.92	***
01043	Customer Service Representative III	16.74	
01051	Data Entry Operator I	15.09	***
01052	Data Entry Operator II	17.11	
01060	Dispatcher, Motor Vehicle	20.03	
01070	Document Preparation Clerk	14.22	***
01090	Duplicating Machine Operator	14.22	***
01111	General Clerk I	13.03	***
01112	General Clerk II	14.22	***
01113	General Clerk III	15.96	***
01120	Housing Referral Assistant	20.79	
01141	Messenger Courier	11.41	***
01191	Order Clerk I	13.53	***

01192	Order Clerk II	15.29	***
01261	Personnel Assistant (Employment) I	16.61	
01262	Personnel Assistant (Employment) II	18.57	
01263	Personnel Assistant (Employment) III	20.70	
01270	Production Control Clerk	20.04	
01290	Rental Clerk	14.97	***
01300	Scheduler, Maintenance	15.96	***
01311	Secretary I	15.96	***
01312	Secretary II	17.90	
01313	Secretary III	20.79	
01320	Service Order Dispatcher	21.18	
01410	Supply Technician	23.99	
01420	Survey Worker	17.02	
01460	Switchboard Operator/Receptionist	13.87	***
01531	Travel Clerk I	14.52	***
01532	Travel Clerk II	15.69	***
01533	Travel Clerk III	16.88	
01611	Word Processor I	14.09	***
01612	Word Processor II	15.81	***
01613	Word Processor III	17.69	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.30	
05010	Automotive Electrician	19.32	
05040	Automotive Glass Installer	18.59	
05070	Automotive Worker	18.59	
05110	Mobile Equipment Servicer	16.51	
05130	Motor Equipment Metal Mechanic	20.03	
05160	Motor Equipment Metal Worker	18.59	
05190	Motor Vehicle Mechanic	21.70	
05220	Motor Vehicle Mechanic Helper	15.47	***
05250	Motor Vehicle Upholstery Worker	17.54	
05280	Motor Vehicle Wrecker	18.59	
05310	Painter, Automotive	19.32	
05340	Radiator Repair Specialist	18.59	
05370	Tire Repairer	15.18	***
05400	Transmission Repair Specialist	20.03	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.52	***
07041	Cook I	11.11	***
07042	Cook II	12.87	***
07070	Dishwasher	10.52	***
07130	Food Service Worker	10.57	***
07210	Meat Cutter	15.48	***
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.17	
09040	Furniture Handler	15.75	***
09080	Furniture Refinisher	22.17	
09090	Furniture Refinisher Helper	17.01	
09110	Furniture Repairer, Minor	19.56	
09130	Upholsterer	18.24	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.60	***
11060	Elevator Operator	13.72	***
11090	Gardener	18.75	
11122	Housekeeping Aide	13.72	***
11150	Janitor	13.72	***
11210	Laborer, Grounds Maintenance	14.01	***
11240	Maid or Houseman	11.00	***
11260	Pruner	12.93	***

11270	Tractor Operator	17.14	
11330	Trail Maintenance Worker	14.01	***
11360	Window Cleaner	15.17	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.64	
12011	Breath Alcohol Technician	19.25	
12012	Certified Occupational Therapist Assistant	26.41	
12015	Certified Physical Therapist Assistant	28.49	
12020	Dental Assistant	17.82	
12025	Dental Hygienist	36.17	
12030	EKG Technician	28.24	
12035	Electroneurodiagnostic Technologist	28.24	
12040	Emergency Medical Technician	18.64	
12071	Licensed Practical Nurse I	17.21	
12072	Licensed Practical Nurse II	19.25	
12073	Licensed Practical Nurse III	21.46	
12100	Medical Assistant	14.49	***
12130	Medical Laboratory Technician	22.75	
12160	Medical Record Clerk	16.54	
12190	Medical Record Technician	18.81	
12195	Medical Transcriptionist	17.62	
12210	Nuclear Medicine Technologist	42.31	
12221	Nursing Assistant I	11.68	***
12222	Nursing Assistant II	13.12	***
12223	Nursing Assistant III	14.32	***
12224	Nursing Assistant IV	16.09	***
12235	Optical Dispenser	16.24	
12236	Optical Technician	17.21	
12250	Pharmacy Technician	14.84	***
12280	Phlebotomist	16.41	
12305	Radiologic Technologist	28.30	
12311	Registered Nurse I	23.70	
12312	Registered Nurse II	28.99	
12313	Registered Nurse II, Specialist	28.99	
12314	Registered Nurse III	35.07	
12315	Registered Nurse III, Anesthetist	35.07	
12316	Registered Nurse IV	42.04	
12317	Scheduler (Drug and Alcohol Testing)	23.85	
12320	Substance Abuse Treatment Counselor	17.80	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.11	
13012	Exhibits Specialist II	27.35	
13013	Exhibits Specialist III	29.94	
13041	Illustrator I	18.65	
13042	Illustrator II	22.33	
13043	Illustrator III	27.90	
13047	Librarian	30.95	
13050	Library Aide/Clerk	10.37	***
13054	Library Information Technology Systems Administrator	23.49	
13058	Library Technician	13.99	***
13061	Media Specialist I	17.03	
13062	Media Specialist II	19.04	
13063	Media Specialist III	21.24	
13071	Photographer I	17.20	
13072	Photographer II	19.24	
13073	Photographer III	23.84	
13074	Photographer IV	29.17	
13075	Photographer V	35.29	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	17.91	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.03	***
14042	Computer Operator II	17.93	

14043	Computer Operator III		19.99
14044	Computer Operator IV		23.48
14045	Computer Operator V		24.61
14071	Computer Programmer I	(see 1)	22.38
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.03 ***
14160	Personal Computer Support Technician		23.48
14170	System Support Specialist		24.61

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	31.26	
15020	Aircrew Training Devices Instructor (Rated)	37.81	
15030	Air Crew Training Devices Instructor (Pilot)	45.33	
15050	Computer Based Training Specialist / Instructor	31.26	
15060	Educational Technologist	26.64	
15070	Flight Instructor (Pilot)	45.33	
15080	Graphic Artist	25.30	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.92	
15086	Maintenance Test Pilot, Rotary Wing	44.92	
15088	Non-Maintenance Test/Co-Pilot	44.92	
15090	Technical Instructor	20.74	
15095	Technical Instructor/Course Developer	25.38	
15110	Test Proctor	17.30	
15120	Tutor	17.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.40	***
16030	Counter Attendant	12.40	***
16040	Dry Cleaner	14.33	***
16070	Finisher, Flatwork, Machine	12.40	***
16090	Presser, Hand	12.40	***
16110	Presser, Machine, Drycleaning	12.40	***
16130	Presser, Machine, Shirts	12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.40	***
16190	Sewing Machine Operator	14.97	***
16220	Tailor	16.01	***
16250	Washer, Machine	12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	21.23	
19040	Tool And Die Maker	27.26	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.24	
21030	Material Coordinator	20.04	
21040	Material Expediter	20.04	
21050	Material Handling Laborer	16.19	***
21071	Order Filler	14.87	***
21080	Production Line Worker (Food Processing)	19.24	
21110	Shipping Packer	15.60	***
21130	Shipping/Receiving Clerk	15.60	***
21140	Store Worker I	14.38	***
21150	Stock Clerk	20.55	
21210	Tools And Parts Attendant	19.24	
21410	Warehouse Specialist	19.24	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	25.87	
23019	Aircraft Logs and Records Technician	21.78	
23021	Aircraft Mechanic I	24.88	
23022	Aircraft Mechanic II	25.87	
23023	Aircraft Mechanic III	26.77	
23040	Aircraft Mechanic Helper	19.23	
23050	Aircraft, Painter	23.93	
23060	Aircraft Servicer	21.78	
23070	Aircraft Survival Flight Equipment Technician	23.93	
23080	Aircraft Worker	23.09	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.09	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.88	
23110	Appliance Mechanic	23.09	
23120	Bicycle Repairer	18.88	
23125	Cable Splicer	36.77	
23130	Carpenter, Maintenance	26.43	
23140	Carpet Layer	25.78	
23160	Electrician, Maintenance	30.95	
23181	Electronics Technician Maintenance I	24.99	
23182	Electronics Technician Maintenance II	27.18	
23183	Electronics Technician Maintenance III	27.74	
23260	Fabric Worker	20.39	
23290	Fire Alarm System Mechanic	24.13	
23310	Fire Extinguisher Repairer	18.88	
23311	Fuel Distribution System Mechanic	25.39	
23312	Fuel Distribution System Operator	19.91	
23370	General Maintenance Worker	20.36	
23380	Ground Support Equipment Mechanic	24.88	
23381	Ground Support Equipment Servicer	21.78	
23382	Ground Support Equipment Worker	23.09	
23391	Gunsmith I	18.88	
23392	Gunsmith II	21.87	
23393	Gunsmith III	24.13	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.80	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71	
23430	Heavy Equipment Mechanic	23.02	
23440	Heavy Equipment Operator	23.00	
23460	Instrument Mechanic	24.13	
23465	Laboratory/Shelter Mechanic	23.09	
23470	Laborer	14.27	***
23510	Locksmith	23.09	
23530	Machinery Maintenance Mechanic	25.10	
23550	Machinist, Maintenance	22.01	
23580	Maintenance Trades Helper	17.26	
23591	Metrology Technician I	24.13	
23592	Metrology Technician II	25.07	
23593	Metrology Technician III	26.02	
23640	Millwright	25.77	
23710	Office Appliance Repairer	23.09	
23760	Painter, Maintenance	23.09	
23790	Pipefitter, Maintenance	33.08	
23810	Plumber, Maintenance	29.79	
23820	Pneudraulic Systems Mechanic	24.13	
23850	Rigger	24.13	
23870	Scale Mechanic	21.87	
23890	Sheet-Metal Worker, Maintenance	26.89	
23910	Small Engine Mechanic	21.10	
23931	Telecommunications Mechanic I	26.14	
23932	Telecommunications Mechanic II	27.16	
23950	Telephone Lineman	32.89	
23960	Welder, Combination, Maintenance	22.01	
23965	Well Driller	24.13	
23970	Woodcraft Worker	24.13	
23980	Woodworker	18.88	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.29	
24570	Child Care Attendant	11.66	***

24580	Child Care Center Clerk	14.53	***
24610	Chore Aide	11.45	***
24620	Family Readiness And Support Services Coordinator	17.29	
24630	Homemaker	17.29	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.16	
25040	Sewage Plant Operator	21.93	
25070	Stationary Engineer	25.16	
25190	Ventilation Equipment Tender	17.01	
25210	Water Treatment Plant Operator	21.93	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.02	
27007	Baggage Inspector	15.26	***
27008	Corrections Officer	18.89	
27010	Court Security Officer	20.41	
27030	Detection Dog Handler	17.06	
27040	Detention Officer	18.89	
27070	Firefighter	21.35	
27101	Guard I	15.26	***
27102	Guard II	17.06	
27131	Police Officer I	22.07	
27132	Police Officer II	24.51	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.48	***
28042	Carnival Equipment Repairer	15.83	***
28043	Carnival Worker	10.53	***
28210	Gate Attendant/Gate Tender	19.16	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	21.42	
28510	Recreation Aide/Health Facility Attendant	15.63	***
28515	Recreation Specialist	26.54	
28630	Sports Official	17.06	
28690	Swimming Pool Operator	19.20	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.29	
29020	Hatch Tender	23.29	
29030	Line Handler	23.29	
29041	Stevedore I	21.62	
29042	Stevedore II	24.53	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.04	
30022	Archeological Technician II	20.18	
30023	Archeological Technician III	24.76	
30030	Cartographic Technician	25.01	
30040	Civil Engineering Technician	25.17	
30051	Cryogenic Technician I	23.90	
30052	Cryogenic Technician II	26.40	
30061	Drafter/CAD Operator I	18.04	
30062	Drafter/CAD Operator II	20.18	
30063	Drafter/CAD Operator III	22.51	
30064	Drafter/CAD Operator IV	27.69	
30081	Engineering Technician I	15.56	***
30082	Engineering Technician II	19.08	
30083	Engineering Technician III	21.95	

30084	Engineering Technician IV	24.41
30085	Engineering Technician V	29.54
30086	Engineering Technician VI	36.00
30090	Environmental Technician	23.33
30095	Evidence Control Specialist	21.58
30210	Laboratory Technician	25.28
30221	Latent Fingerprint Technician I	23.90
30222	Latent Fingerprint Technician II	26.40
30240	Mathematical Technician	25.01
30361	Paralegal/Legal Assistant I	17.50
30362	Paralegal/Legal Assistant II	21.79
30363	Paralegal/Legal Assistant III	26.66
30364	Paralegal/Legal Assistant IV	32.25
30375	Petroleum Supply Specialist	26.40
30390	Photo-Optics Technician	25.01
30395	Radiation Control Technician	26.40
30461	Technical Writer I	21.58
30462	Technical Writer II	26.40
30463	Technical Writer III	31.94
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.69
30502	Weather Forecaster II	33.69
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.51
30621	Weather Observer, Senior	(see 2) 25.01

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.60	***
31030	Bus Driver	18.22	
31043	Driver Courier	15.87	***
31260	Parking and Lot Attendant	12.07	***
31290	Shuttle Bus Driver	15.77	***
31310	Taxi Driver	12.39	***
31361	Truckdriver, Light	17.35	
31362	Truckdriver, Medium	21.15	
31363	Truckdriver, Heavy	21.54	
31364	Truckdriver, Tractor-Trailer	21.54	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.84	***
99050	Desk Clerk	10.88	***
99095	Embalmer	30.24	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.76	***
99252	Laboratory Animal Caretaker II	16.09	***
99260	Marketing Analyst	22.54	
99310	Mortician	30.24	
99410	Pest Controller	23.94	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	17.98	
99711	Recycling Specialist	22.04	
99730	Refuse Collector	16.02	***
99810	Sales Clerk	12.20	***
99820	School Crossing Guard	16.46	
99830	Survey Party Chief	22.49	
99831	Surveying Aide	13.98	***
99832	Surveying Technician	19.14	
99840	Vending Machine Attendant	22.63	
99841	Vending Machine Repairer	28.66	
99842	Vending Machine Repairer Helper	22.63	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5097

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Audrain, Clark, Knox, Lewis, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Scotland, Shelby

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.13	***
01012	Accounting Clerk II	15.86	***
01013	Accounting Clerk III	18.57	
01020	Administrative Assistant	24.14	
01035	Court Reporter	19.05	
01041	Customer Service Representative I	13.67	***
01042	Customer Service Representative II	14.92	***
01043	Customer Service Representative III	16.74	
01051	Data Entry Operator I	14.78	***
01052	Data Entry Operator II	17.42	
01060	Dispatcher, Motor Vehicle	20.03	
01070	Document Preparation Clerk	13.51	***
01090	Duplicating Machine Operator	13.51	***
01111	General Clerk I	13.03	***
01112	General Clerk II	15.00	***
01113	General Clerk III	17.07	
01120	Housing Referral Assistant	20.96	
01141	Messenger Courier	11.61	***
01191	Order Clerk I	13.53	***
01192	Order Clerk II	14.76	***

01261	Personnel Assistant (Employment) I	16.61	
01262	Personnel Assistant (Employment) II	19.05	
01263	Personnel Assistant (Employment) III	20.73	
01270	Production Control Clerk	20.73	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	15.96	***
01311	Secretary I	15.96	***
01312	Secretary II	17.85	
01313	Secretary III	20.96	
01320	Service Order Dispatcher	18.12	
01410	Supply Technician	24.14	
01420	Survey Worker	19.05	
01460	Switchboard Operator/Receptionist	15.10	***
01531	Travel Clerk I	14.52	***
01532	Travel Clerk II	15.69	***
01533	Travel Clerk III	16.88	
01611	Word Processor I	13.51	***
01612	Word Processor II	16.06	***
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.12	
05010	Automotive Electrician	20.59	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	18.01	
05130	Motor Equipment Metal Mechanic	21.46	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	20.40	
05220	Motor Vehicle Mechanic Helper	16.72	
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	20.59	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	15.80	***
05400	Transmission Repair Specialist	21.46	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.80	***
07041	Cook I	11.11	***
07042	Cook II	12.87	***
07070	Dishwasher	10.52	***
07130	Food Service Worker	10.57	***
07210	Meat Cutter	16.34	
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.17	
09040	Furniture Handler	13.53	***
09080	Furniture Refinisher	22.17	
09090	Furniture Refinisher Helper	16.57	
09110	Furniture Repairer, Minor	19.56	
09130	Upholsterer	22.61	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.08	***
11060	Elevator Operator	13.51	***
11090	Gardener	18.75	
11122	Housekeeping Aide	13.51	***
11150	Janitor	13.51	***
11210	Laborer, Grounds Maintenance	14.00	***
11240	Maid or Houseman	11.00	***
11260	Pruner	12.47	***
11270	Tractor Operator	17.14	

11330	Trail Maintenance Worker	14.00	***
11360	Window Cleaner	15.17	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.90	
12011	Breath Alcohol Technician	19.25	
12012	Certified Occupational Therapist Assistant	26.41	
12015	Certified Physical Therapist Assistant	28.49	
12020	Dental Assistant	17.82	
12025	Dental Hygienist	36.17	
12030	EKG Technician	28.24	
12035	Electroneurodiagnostic Technologist	28.24	
12040	Emergency Medical Technician	19.90	
12071	Licensed Practical Nurse I	17.21	
12072	Licensed Practical Nurse II	19.25	
12073	Licensed Practical Nurse III	21.46	
12100	Medical Assistant	14.49	***
12130	Medical Laboratory Technician	22.75	
12160	Medical Record Clerk	16.69	
12190	Medical Record Technician	18.81	
12195	Medical Transcriptionist	17.62	
12210	Nuclear Medicine Technologist	42.31	
12221	Nursing Assistant I	11.68	***
12222	Nursing Assistant II	13.12	***
12223	Nursing Assistant III	14.32	***
12224	Nursing Assistant IV	16.09	***
12235	Optical Dispenser	16.24	
12236	Optical Technician	17.21	
12250	Pharmacy Technician	15.52	***
12280	Phlebotomist	16.41	
12305	Radiologic Technologist	28.30	
12311	Registered Nurse I	26.36	
12312	Registered Nurse II	29.18	
12313	Registered Nurse II, Specialist	29.18	
12314	Registered Nurse III	35.30	
12315	Registered Nurse III, Anesthetist	35.30	
12316	Registered Nurse IV	42.33	
12317	Scheduler (Drug and Alcohol Testing)	23.85	
12320	Substance Abuse Treatment Counselor	17.80	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.31	
13012	Exhibits Specialist II	22.69	
13013	Exhibits Specialist III	27.76	
13041	Illustrator I	20.80	
13042	Illustrator II	25.56	
13043	Illustrator III	30.15	
13047	Librarian	26.36	
13050	Library Aide/Clerk	12.34	***
13054	Library Information Technology Systems Administrator	23.81	
13058	Library Technician	14.61	***
13061	Media Specialist I	17.18	
13062	Media Specialist II	19.21	
13063	Media Specialist III	21.43	
13071	Photographer I	16.71	
13072	Photographer II	18.69	
13073	Photographer III	23.16	
13074	Photographer IV	27.91	
13075	Photographer V	33.77	
13090	Technical Order Library Clerk	15.49	***
13110	Video Teleconference Technician	17.77	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.04	
14042	Computer Operator II	19.06	
14043	Computer Operator III	21.26	

14044	Computer Operator IV		23.61
14045	Computer Operator V		26.16
14071	Computer Programmer I	(see 1)	22.01
14072	Computer Programmer II	(see 1)	26.17
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.26
14160	Personal Computer Support Technician		25.31
14170	System Support Specialist		26.16

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.92	
15020	Aircrew Training Devices Instructor (Rated)		42.25	
15030	Air Crew Training Devices Instructor (Pilot)		50.64	
15050	Computer Based Training Specialist / Instructor		34.92	
15060	Educational Technologist		28.74	
15070	Flight Instructor (Pilot)		50.64	
15080	Graphic Artist		21.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.92	
15086	Maintenance Test Pilot, Rotary Wing		44.92	
15088	Non-Maintenance Test/Co-Pilot		44.92	
15090	Technical Instructor		20.66	
15095	Technical Instructor/Course Developer		25.27	
15110	Test Proctor		16.67	
15120	Tutor		16.67	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.40	***
16030	Counter Attendant		12.40	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.40	***
16090	Presser, Hand		12.40	***
16110	Presser, Machine, Drycleaning		12.40	***
16130	Presser, Machine, Shirts		12.40	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.40	***
16190	Sewing Machine Operator		14.97	***
16220	Tailor		16.01	***
16250	Washer, Machine		12.99	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.05	
19040	Tool And Die Maker		25.72	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.14	
21030	Material Coordinator		20.64	
21040	Material Expediter		20.64	
21050	Material Handling Laborer		19.18	
21071	Order Filler		14.20	***
21080	Production Line Worker (Food Processing)		19.14	
21110	Shipping Packer		15.60	***
21130	Shipping/Receiving Clerk		15.60	***
21140	Store Worker I		14.38	***
21150	Stock Clerk		20.55	
21210	Tools And Parts Attendant		19.14	
21410	Warehouse Specialist		19.14	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.30	

23019	Aircraft Logs and Records Technician	21.72
23021	Aircraft Mechanic I	25.34
23022	Aircraft Mechanic II	26.30
23023	Aircraft Mechanic III	27.31
23040	Aircraft Mechanic Helper	19.24
23050	Aircraft, Painter	24.07
23060	Aircraft Servicer	21.72
23070	Aircraft Survival Flight Equipment Technician	24.07
23080	Aircraft Worker	22.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.34
23110	Appliance Mechanic	23.09
23120	Bicycle Repairer	18.88
23125	Cable Splicer	36.77
23130	Carpenter, Maintenance	29.17
23140	Carpet Layer	22.39
23160	Electrician, Maintenance	30.95
23181	Electronics Technician Maintenance I	24.99
23182	Electronics Technician Maintenance II	26.36
23183	Electronics Technician Maintenance III	27.52
23260	Fabric Worker	20.39
23290	Fire Alarm System Mechanic	24.13
23310	Fire Extinguisher Repairer	18.88
23311	Fuel Distribution System Mechanic	24.13
23312	Fuel Distribution System Operator	18.88
23370	General Maintenance Worker	20.67
23380	Ground Support Equipment Mechanic	25.34
23381	Ground Support Equipment Servicer	21.72
23382	Ground Support Equipment Worker	22.71
23391	Gunsmith I	18.88
23392	Gunsmith II	21.87
23393	Gunsmith III	24.13
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430	Heavy Equipment Mechanic	23.21
23440	Heavy Equipment Operator	25.39
23460	Instrument Mechanic	24.13
23465	Laboratory/Shelter Mechanic	23.09
23470	Laborer	17.17
23510	Locksmith	23.09
23530	Machinery Maintenance Mechanic	27.80
23550	Machinist, Maintenance	24.17
23580	Maintenance Trades Helper	18.37
23591	Metrology Technician I	24.13
23592	Metrology Technician II	25.07
23593	Metrology Technician III	26.02
23640	Millwright	27.07
23710	Office Appliance Repairer	23.09
23760	Painter, Maintenance	23.09
23790	Pipefitter, Maintenance	33.13
23810	Plumber, Maintenance	31.74
23820	Pneudraulic Systems Mechanic	24.13
23850	Rigger	24.13
23870	Scale Mechanic	21.87
23890	Sheet-Metal Worker, Maintenance	26.55
23910	Small Engine Mechanic	21.36
23931	Telecommunications Mechanic I	26.14
23932	Telecommunications Mechanic II	27.16
23950	Telephone Lineman	32.89
23960	Welder, Combination, Maintenance	23.21
23965	Well Driller	24.13
23970	Woodcraft Worker	24.13
23980	Woodworker	18.88

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	17.29	
24570	Child Care Attendant	11.06	***
24580	Child Care Center Clerk	14.53	***

24610	Chore Aide	11.45	***
24620	Family Readiness And Support Services Coordinator	17.29	
24630	Homemaker	17.29	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.70	
25040	Sewage Plant Operator	23.34	
25070	Stationary Engineer	25.70	
25190	Ventilation Equipment Tender	18.44	
25210	Water Treatment Plant Operator	23.34	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.23	
27007	Baggage Inspector	15.26	***
27008	Corrections Officer	18.82	
27010	Court Security Officer	22.13	
27030	Detection Dog Handler	17.06	
27040	Detention Officer	18.82	
27070	Firefighter	25.67	
27101	Guard I	15.26	***
27102	Guard II	17.06	
27131	Police Officer I	22.39	
27132	Police Officer II	24.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.48	***
28042	Carnival Equipment Repairer	15.83	***
28043	Carnival Worker	10.53	***
28210	Gate Attendant/Gate Tender	19.16	
28310	Lifeguard	12.31	***
28350	Park Attendant (Aide)	21.42	
28510	Recreation Aide/Health Facility Attendant	15.63	***
28515	Recreation Specialist	26.54	
28630	Sports Official	17.06	
28690	Swimming Pool Operator	18.33	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.72	
29020	Hatch Tender	23.72	
29030	Line Handler	23.72	
29041	Stevedore I	22.09	
29042	Stevedore II	24.90	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	19.36	
30022	Archeological Technician II	21.56	
30023	Archeological Technician III	25.04	
30030	Cartographic Technician	27.52	
30040	Civil Engineering Technician	22.72	
30051	Cryogenic Technician I	23.90	
30052	Cryogenic Technician II	26.40	
30061	Drafter/CAD Operator I	19.36	
30062	Drafter/CAD Operator II	21.56	
30063	Drafter/CAD Operator III	24.15	
30064	Drafter/CAD Operator IV	29.71	
30081	Engineering Technician I	17.67	
30082	Engineering Technician II	19.83	
30083	Engineering Technician III	22.18	
30084	Engineering Technician IV	27.48	

30085	Engineering Technician V		33.62
30086	Engineering Technician VI		40.68
30090	Environmental Technician		23.33
30095	Evidence Control Specialist		21.58
30210	Laboratory Technician		25.28
30221	Latent Fingerprint Technician I		23.90
30222	Latent Fingerprint Technician II		26.40
30240	Mathematical Technician		26.82
30361	Paralegal/Legal Assistant I		20.04
30362	Paralegal/Legal Assistant II		24.86
30363	Paralegal/Legal Assistant III		30.37
30364	Paralegal/Legal Assistant IV		36.75
30375	Petroleum Supply Specialist		26.40
30390	Photo-Optics Technician		26.82
30395	Radiation Control Technician		26.40
30461	Technical Writer I		23.51
30462	Technical Writer II		28.76
30463	Technical Writer III		34.79
30491	Unexploded Ordnance (UXO) Technician I		26.22
30492	Unexploded Ordnance (UXO) Technician II		31.73
30493	Unexploded Ordnance (UXO) Technician III		38.03
30494	Unexploded (UXO) Safety Escort		26.22
30495	Unexploded (UXO) Sweep Personnel		26.22
30501	Weather Forecaster I		29.71
30502	Weather Forecaster II		36.14
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface	24.15
30621	Weather Observer, Senior	(see 2)	26.82

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.60	***
31030	Bus Driver	18.22	
31043	Driver Courier	15.87	***
31260	Parking and Lot Attendant	11.54	***
31290	Shuttle Bus Driver	16.94	
31310	Taxi Driver	12.35	***
31361	Truckdriver, Light	17.35	
31362	Truckdriver, Medium	18.74	
31363	Truckdriver, Heavy	20.79	
31364	Truckdriver, Tractor-Trailer	20.79	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.84	***
99050	Desk Clerk	10.88	***
99095	Embalmer	30.54	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.91	***
99252	Laboratory Animal Caretaker II	16.31	
99260	Marketing Analyst	22.54	
99310	Mortician	30.54	
99410	Pest Controller	22.64	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	18.45	
99711	Recycling Specialist	22.18	
99730	Refuse Collector	16.24	
99810	Sales Clerk	12.95	***
99820	School Crossing Guard	16.46	
99830	Survey Party Chief	21.05	
99831	Surveying Aide	13.97	***
99832	Surveying Technician	19.14	
99840	Vending Machine Attendant	22.63	
99841	Vending Machine Repairer	28.66	
99842	Vending Machine Repairer Helper	22.63	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5099

States/Territories. : Missouri

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of St Francois, Ste Genevieve, Washington

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.56	***
01012	Accounting Clerk II	17.46	
01013	Accounting Clerk III	19.53	
01020	Administrative Assistant	25.23	
01035	Court Reporter	20.96	
01041	Customer Service Representative I	13.05	***
01042	Customer Service Representative II	14.24	***
01043	Customer Service Representative III	15.98	***
01051	Data Entry Operator I	13.54	***
01052	Data Entry Operator II	14.78	***
01060	Dispatcher, Motor Vehicle	20.65	
01070	Document Preparation Clerk	14.53	***
01090	Duplicating Machine Operator	14.53	***
01111	General Clerk I	13.16	***
01112	General Clerk II	15.00	***
01113	General Clerk III	17.07	
01120	Housing Referral Assistant	20.96	
01141	Messenger Courier	14.88	***
01191	Order Clerk I	15.31	***
01192	Order Clerk II	16.70	
01261	Personnel Assistant (Employment) I	16.33	

01262	Personnel Assistant (Employment) II	19.05	
01263	Personnel Assistant (Employment) III	20.73	
01270	Production Control Clerk	22.97	
01290	Rental Clerk	16.06	***
01300	Scheduler, Maintenance	15.96	***
01311	Secretary I	15.96	***
01312	Secretary II	17.85	
01313	Secretary III	20.96	
01320	Service Order Dispatcher	18.46	
01410	Supply Technician	25.23	
01420	Survey Worker	19.05	
01460	Switchboard Operator/Receptionist	15.10	***
01531	Travel Clerk I	14.54	***
01532	Travel Clerk II	15.56	***
01533	Travel Clerk III	16.66	
01611	Word Processor I	13.51	***
01612	Word Processor II	16.06	***
01613	Word Processor III	19.05	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.08	
05010	Automotive Electrician	20.59	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	18.01	
05130	Motor Equipment Metal Mechanic	21.46	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	20.40	
05220	Motor Vehicle Mechanic Helper	16.72	
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	20.59	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	15.80	***
05400	Transmission Repair Specialist	21.46	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.77	***
07041	Cook I	11.04	***
07042	Cook II	12.80	***
07070	Dishwasher	10.65	***
07130	Food Service Worker	10.82	***
07210	Meat Cutter	18.44	
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.46	
09040	Furniture Handler	14.00	***
09080	Furniture Refinisher	22.46	
09090	Furniture Refinisher Helper	16.75	
09110	Furniture Repairer, Minor	19.78	
09130	Upholsterer	22.61	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.35	***
11060	Elevator Operator	12.53	***
11090	Gardener	18.81	
11122	Housekeeping Aide	12.53	***
11150	Janitor	12.53	***
11210	Laborer, Grounds Maintenance	14.01	***
11240	Maid or Houseman	10.77	***
11260	Pruner	12.44	***
11270	Tractor Operator	17.21	
11330	Trail Maintenance Worker	14.01	***

11360	Window Cleaner	14.11	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	19.90	
12011	Breath Alcohol Technician	18.47	
12012	Certified Occupational Therapist Assistant	29.48	
12015	Certified Physical Therapist Assistant	27.70	
12020	Dental Assistant	17.66	
12025	Dental Hygienist	35.88	
12030	EKG Technician	27.99	
12035	Electroneurodiagnostic Technologist	27.99	
12040	Emergency Medical Technician	19.90	
12071	Licensed Practical Nurse I	16.51	
12072	Licensed Practical Nurse II	18.47	
12073	Licensed Practical Nurse III	20.59	
12100	Medical Assistant	14.61	***
12130	Medical Laboratory Technician	25.79	
12160	Medical Record Clerk	17.51	
12190	Medical Record Technician	19.44	
12195	Medical Transcriptionist	17.65	
12210	Nuclear Medicine Technologist	40.60	
12221	Nursing Assistant I	11.90	***
12222	Nursing Assistant II	13.37	***
12223	Nursing Assistant III	14.59	***
12224	Nursing Assistant IV	16.39	
12235	Optical Dispenser	16.07	***
12236	Optical Technician	16.51	
12250	Pharmacy Technician	15.52	***
12280	Phlebotomist	15.48	***
12305	Radiologic Technologist	28.27	
12311	Registered Nurse I	26.36	
12312	Registered Nurse II	29.18	
12313	Registered Nurse II, Specialist	29.18	
12314	Registered Nurse III	35.30	
12315	Registered Nurse III, Anesthetist	35.30	
12316	Registered Nurse IV	42.33	
12317	Scheduler (Drug and Alcohol Testing)	22.88	
12320	Substance Abuse Treatment Counselor	20.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.14	
13012	Exhibits Specialist II	24.96	
13013	Exhibits Specialist III	30.54	
13041	Illustrator I	20.80	
13042	Illustrator II	25.56	
13043	Illustrator III	30.15	
13047	Librarian	26.36	
13050	Library Aide/Clerk	12.34	***
13054	Library Information Technology Systems Administrator	23.81	
13058	Library Technician	16.41	
13061	Media Specialist I	17.18	
13062	Media Specialist II	19.21	
13063	Media Specialist III	21.43	
13071	Photographer I	16.71	
13072	Photographer II	18.69	
13073	Photographer III	23.16	
13074	Photographer IV	27.91	
13075	Photographer V	33.77	
13090	Technical Order Library Clerk	15.84	***
13110	Video Teleconference Technician	19.55	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.04	
14042	Computer Operator II	19.06	
14043	Computer Operator III	21.26	
14044	Computer Operator IV	23.61	

14045	Computer Operator V		26.16
14071	Computer Programmer I	(see 1)	24.21
14072	Computer Programmer II	(see 1)	26.17
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.26
14160	Personal Computer Support Technician		26.16
14170	System Support Specialist		31.59

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		34.92	
15020	Aircrew Training Devices Instructor (Rated)		42.25	
15030	Air Crew Training Devices Instructor (Pilot)		50.64	
15050	Computer Based Training Specialist / Instructor		34.92	
15060	Educational Technologist		28.74	
15070	Flight Instructor (Pilot)		50.64	
15080	Graphic Artist		22.88	
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		22.63	
15095	Technical Instructor/Course Developer		27.68	
15110	Test Proctor		18.27	
15120	Tutor		18.27	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.53	***
16030	Counter Attendant		12.53	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.53	***
16090	Presser, Hand		12.53	***
16110	Presser, Machine, Drycleaning		12.53	***
16130	Presser, Machine, Shirts		12.53	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.53	***
16190	Sewing Machine Operator		15.05	***
16220	Tailor		16.04	***
16250	Washer, Machine		13.12	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.24	
19040	Tool And Die Maker		26.76	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.14	
21030	Material Coordinator		22.97	
21040	Material Expediter		22.97	
21050	Material Handling Laborer		19.18	
21071	Order Filler		13.50	***
21080	Production Line Worker (Food Processing)		19.14	
21110	Shipping Packer		16.62	
21130	Shipping/Receiving Clerk		16.62	
21140	Store Worker I		12.83	***
21150	Stock Clerk		18.43	
21210	Tools And Parts Attendant		19.14	
21410	Warehouse Specialist		19.14	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		29.16	
23019	Aircraft Logs and Records Technician		23.89	

23021	Aircraft Mechanic I	28.08
23022	Aircraft Mechanic II	29.16
23023	Aircraft Mechanic III	30.26
23040	Aircraft Mechanic Helper	20.83
23050	Aircraft, Painter	26.91
23060	Aircraft Servicer	23.89
23070	Aircraft Survival Flight Equipment Technician	26.91
23080	Aircraft Worker	25.62
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.62
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.08
23110	Appliance Mechanic	22.84
23120	Bicycle Repairer	18.62
23125	Cable Splicer	36.96
23130	Carpenter, Maintenance	27.37
23140	Carpet Layer	24.63
23160	Electrician, Maintenance	30.81
23181	Electronics Technician Maintenance I	25.80
23182	Electronics Technician Maintenance II	27.09
23183	Electronics Technician Maintenance III	28.28
23260	Fabric Worker	22.14
23290	Fire Alarm System Mechanic	24.04
23310	Fire Extinguisher Repairer	20.43
23311	Fuel Distribution System Mechanic	27.30
23312	Fuel Distribution System Operator	21.67
23370	General Maintenance Worker	20.67
23380	Ground Support Equipment Mechanic	28.08
23381	Ground Support Equipment Servicer	23.89
23382	Ground Support Equipment Worker	25.62
23391	Gunsmith I	20.43
23392	Gunsmith II	23.67
23393	Gunsmith III	25.94
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.36
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.29
23430	Heavy Equipment Mechanic	28.63
23440	Heavy Equipment Operator	27.93
23460	Instrument Mechanic	24.04
23465	Laboratory/Shelter Mechanic	24.85
23470	Laborer	17.17
23510	Locksmith	22.84
23530	Machinery Maintenance Mechanic	27.80
23550	Machinist, Maintenance	24.17
23580	Maintenance Trades Helper	18.37
23591	Metrology Technician I	24.04
23592	Metrology Technician II	25.18
23593	Metrology Technician III	26.35
23640	Millwright	27.07
23710	Office Appliance Repairer	22.84
23760	Painter, Maintenance	25.33
23790	Pipefitter, Maintenance	33.13
23810	Plumber, Maintenance	31.74
23820	Pneudraulic Systems Mechanic	25.94
23850	Rigger	25.94
23870	Scale Mechanic	23.67
23890	Sheet-Metal Worker, Maintenance	29.21
23910	Small Engine Mechanic	21.36
23931	Telecommunications Mechanic I	32.11
23932	Telecommunications Mechanic II	33.64
23950	Telephone Lineman	36.76
23960	Welder, Combination, Maintenance	23.21
23965	Well Driller	25.53
23970	Woodcraft Worker	24.84
23980	Woodworker	20.43

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	16.40	
24570	Child Care Attendant	10.68	***
24580	Child Care Center Clerk	13.54	***
24610	Chore Aide	11.12	***

24620	Family Readiness And Support Services Coordinator	16.40
24630	Homemaker	16.40

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.27	
25040	Sewage Plant Operator	24.16	
25070	Stationary Engineer	28.27	
25190	Ventilation Equipment Tender	18.96	
25210	Water Treatment Plant Operator	24.16	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.59	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	18.82	
27010	Court Security Officer	22.13	
27030	Detection Dog Handler	16.66	
27040	Detention Officer	18.82	
27070	Firefighter	26.01	
27101	Guard I	14.74	***
27102	Guard II	16.66	
27131	Police Officer I	22.39	
27132	Police Officer II	24.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.25	***
28042	Carnival Equipment Repairer	15.57	***
28043	Carnival Worker	10.30	***
28210	Gate Attendant/Gate Tender	17.06	
28310	Lifeguard	11.59	***
28350	Park Attendant (Aide)	19.09	
28510	Recreation Aide/Health Facility Attendant	13.93	***
28515	Recreation Specialist	23.64	
28630	Sports Official	15.20	***
28690	Swimming Pool Operator	18.05	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	26.97	
29020	Hatch Tender	26.97	
29030	Line Handler	26.97	
29041	Stevedore I	25.14	
29042	Stevedore II	28.55	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.02	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.98	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.91	
30021	Archeological Technician I	19.36	
30022	Archeological Technician II	21.56	
30023	Archeological Technician III	25.24	
30030	Cartographic Technician	27.52	
30040	Civil Engineering Technician	25.24	
30051	Cryogenic Technician I	27.95	
30052	Cryogenic Technician II	30.88	
30061	Drafter/CAD Operator I	19.36	
30062	Drafter/CAD Operator II	21.56	
30063	Drafter/CAD Operator III	24.15	
30064	Drafter/CAD Operator IV	29.71	
30081	Engineering Technician I	17.67	
30082	Engineering Technician II	19.83	
30083	Engineering Technician III	22.18	
30084	Engineering Technician IV	27.48	
30085	Engineering Technician V	33.62	

30086	Engineering Technician VI	40.68
30090	Environmental Technician	25.24
30095	Evidence Control Specialist	25.24
30210	Laboratory Technician	22.71
30221	Latent Fingerprint Technician I	27.95
30222	Latent Fingerprint Technician II	30.88
30240	Mathematical Technician	26.82
30361	Paralegal/Legal Assistant I	20.04
30362	Paralegal/Legal Assistant II	24.86
30363	Paralegal/Legal Assistant III	30.37
30364	Paralegal/Legal Assistant IV	36.75
30375	Petroleum Supply Specialist	30.88
30390	Photo-Optics Technician	26.82
30395	Radiation Control Technician	30.88
30461	Technical Writer I	25.24
30462	Technical Writer II	30.88
30463	Technical Writer III	37.35
30491	Unexploded Ordnance (UXO) Technician I	26.71
30492	Unexploded Ordnance (UXO) Technician II	32.31
30493	Unexploded Ordnance (UXO) Technician III	38.73
30494	Unexploded (UXO) Safety Escort	26.71
30495	Unexploded (UXO) Sweep Personnel	26.71
30501	Weather Forecaster I	29.71
30502	Weather Forecaster II	36.15
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 24.15
30621	Weather Observer, Senior	(see 2) 26.82

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.31	
31020	Bus Aide	12.72	***
31030	Bus Driver	18.17	
31043	Driver Courier	16.09	***
31260	Parking and Lot Attendant	11.63	***
31290	Shuttle Bus Driver	16.99	
31310	Taxi Driver	12.35	***
31361	Truckdriver, Light	17.58	
31362	Truckdriver, Medium	18.99	
31363	Truckdriver, Heavy	22.32	
31364	Truckdriver, Tractor-Trailer	22.32	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.75	***
99030	Cashier	10.82	***
99050	Desk Clerk	10.74	***
99095	Embalmer	30.54	
99130	Flight Follower	26.71	
99251	Laboratory Animal Caretaker I	13.09	***
99252	Laboratory Animal Caretaker II	14.30	***
99260	Marketing Analyst	29.13	
99310	Mortician	30.54	
99410	Pest Controller	19.37	
99510	Photofinishing Worker	14.03	***
99710	Recycling Laborer	18.66	
99711	Recycling Specialist	23.12	
99730	Refuse Collector	16.42	
99810	Sales Clerk	13.27	***
99820	School Crossing Guard	14.70	***
99830	Survey Party Chief	24.19	
99831	Surveying Aide	16.05	***
99832	Surveying Technician	21.99	
99840	Vending Machine Attendant	17.25	
99841	Vending Machine Repairer	20.15	
99842	Vending Machine Repairer Helper	17.25	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5101

States/Territories. : Missouri

Revision No. : 20

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Butler, Carter, Douglas, Dunklin, Howell, Iron, Madison, Mississippi, New Madrid, Oregon, Ozark, Pemiscot, Perry, Reynolds, Ripley, Scott, Shannon, Stoddard, Texas, Wayne, Wright

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.37	***
01012	Accounting Clerk II	17.26	
01013	Accounting Clerk III	19.29	
01020	Administrative Assistant	25.23	
01035	Court Reporter	15.83	***
01041	Customer Service Representative I	13.05	***
01042	Customer Service Representative II	14.24	***
01043	Customer Service Representative III	15.98	***
01051	Data Entry Operator I	13.54	***
01052	Data Entry Operator II	14.78	***
01060	Dispatcher, Motor Vehicle	17.39	
01070	Document Preparation Clerk	12.61	***
01090	Duplicating Machine Operator	12.61	***
01111	General Clerk I	13.16	***
01112	General Clerk II	14.36	***
01113	General Clerk III	16.12	***
01120	Housing Referral Assistant	17.65	
01141	Messenger Courier	14.88	***
01191	Order Clerk I	15.31	***

01192	Order Clerk II	16.70	
01261	Personnel Assistant (Employment) I	16.27	
01262	Personnel Assistant (Employment) II	18.19	
01263	Personnel Assistant (Employment) III	20.27	
01270	Production Control Clerk	22.06	
01290	Rental Clerk	13.55	***
01300	Scheduler, Maintenance	14.16	***
01311	Secretary I	14.16	***
01312	Secretary II	15.83	***
01313	Secretary III	17.65	
01320	Service Order Dispatcher	15.55	***
01410	Supply Technician	25.23	
01420	Survey Worker	14.25	***
01460	Switchboard Operator/Receptionist	13.38	***
01531	Travel Clerk I	14.54	***
01532	Travel Clerk II	15.56	***
01533	Travel Clerk III	16.66	
01611	Word Processor I	12.96	***
01612	Word Processor II	14.54	***
01613	Word Processor III	16.27	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.46	
05010	Automotive Electrician	16.87	
05040	Automotive Glass Installer	15.76	***
05070	Automotive Worker	15.76	***
05110	Mobile Equipment Servicer	14.19	***
05130	Motor Equipment Metal Mechanic	17.43	
05160	Motor Equipment Metal Worker	15.76	***
05190	Motor Vehicle Mechanic	17.43	
05220	Motor Vehicle Mechanic Helper	13.33	***
05250	Motor Vehicle Upholstery Worker	15.36	***
05280	Motor Vehicle Wrecker	15.76	***
05310	Painter, Automotive	16.62	
05340	Radiator Repair Specialist	15.76	***
05370	Tire Repairer	13.27	***
05400	Transmission Repair Specialist	17.43	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.02	***
07041	Cook I	10.99	***
07042	Cook II	12.74	***
07070	Dishwasher	10.65	***
07130	Food Service Worker	10.52	***
07210	Meat Cutter	18.44	
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	17.94	
09040	Furniture Handler	11.57	***
09080	Furniture Refinisher	17.94	
09090	Furniture Refinisher Helper	14.25	***
09110	Furniture Repairer, Minor	15.80	***
09130	Upholsterer	17.94	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.35	***
11060	Elevator Operator	12.53	***
11090	Gardener	18.81	
11122	Housekeeping Aide	12.53	***
11150	Janitor	12.53	***
11210	Laborer, Grounds Maintenance	14.01	***
11240	Maid or Houseman	10.77	***
11260	Pruner	12.44	***

11270	Tractor Operator	17.21	
11330	Trail Maintenance Worker	14.01	***
11360	Window Cleaner	14.11	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.67	
12011	Breath Alcohol Technician	18.47	
12012	Certified Occupational Therapist Assistant	29.48	
12015	Certified Physical Therapist Assistant	26.18	
12020	Dental Assistant	17.48	
12025	Dental Hygienist	35.88	
12030	EKG Technician	27.99	
12035	Electroneurodiagnostic Technologist	27.99	
12040	Emergency Medical Technician	17.67	
12071	Licensed Practical Nurse I	16.51	
12072	Licensed Practical Nurse II	18.47	
12073	Licensed Practical Nurse III	20.59	
12100	Medical Assistant	14.61	***
12130	Medical Laboratory Technician	23.38	
12160	Medical Record Clerk	16.50	
12190	Medical Record Technician	19.44	
12195	Medical Transcriptionist	15.48	***
12210	Nuclear Medicine Technologist	40.60	
12221	Nursing Assistant I	11.90	***
12222	Nursing Assistant II	13.37	***
12223	Nursing Assistant III	14.59	***
12224	Nursing Assistant IV	16.39	
12235	Optical Dispenser	14.81	***
12236	Optical Technician	16.51	
12250	Pharmacy Technician	14.12	***
12280	Phlebotomist	15.61	***
12305	Radiologic Technologist	28.27	
12311	Registered Nurse I	23.66	
12312	Registered Nurse II	28.94	
12313	Registered Nurse II, Specialist	28.94	
12314	Registered Nurse III	35.00	
12315	Registered Nurse III, Anesthetist	35.00	
12316	Registered Nurse IV	41.97	
12317	Scheduler (Drug and Alcohol Testing)	22.88	
12320	Substance Abuse Treatment Counselor	20.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.13	
13012	Exhibits Specialist II	22.20	
13013	Exhibits Specialist III	24.88	
13041	Illustrator I	18.13	
13042	Illustrator II	22.20	
13043	Illustrator III	24.88	
13047	Librarian	22.52	
13050	Library Aide/Clerk	12.51	***
13054	Library Information Technology Systems Administrator	20.34	
13058	Library Technician	16.41	
13061	Media Specialist I	14.67	***
13062	Media Specialist II	16.41	
13063	Media Specialist III	18.30	
13071	Photographer I	14.67	***
13072	Photographer II	16.87	
13073	Photographer III	21.03	
13074	Photographer IV	25.72	
13075	Photographer V	31.12	
13090	Technical Order Library Clerk	15.84	***
13110	Video Teleconference Technician	14.92	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	14.93	***
14042	Computer Operator II	16.70	

14043	Computer Operator III		18.62
14044	Computer Operator IV		20.69
14045	Computer Operator V		22.91
14071	Computer Programmer I	(see 1)	19.95
14072	Computer Programmer II	(see 1)	24.71
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		14.93 ***
14160	Personal Computer Support Technician		20.69
14170	System Support Specialist		25.17

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.50	
15020	Aircrew Training Devices Instructor (Rated)		36.91	
15030	Air Crew Training Devices Instructor (Pilot)		43.95	
15050	Computer Based Training Specialist / Instructor		30.50	
15060	Educational Technologist		28.32	
15070	Flight Instructor (Pilot)		43.95	
15080	Graphic Artist		20.17	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.13	
15086	Maintenance Test Pilot, Rotary Wing		43.13	
15088	Non-Maintenance Test/Co-Pilot		43.13	
15090	Technical Instructor		19.82	
15095	Technical Instructor/Course Developer		24.24	
15110	Test Proctor		16.01	***
15120	Tutor		16.01	***

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.53	***
16030	Counter Attendant		12.53	***
16040	Dry Cleaner		14.33	***
16070	Finisher, Flatwork, Machine		12.53	***
16090	Presser, Hand		12.53	***
16110	Presser, Machine, Drycleaning		12.53	***
16130	Presser, Machine, Shirts		12.53	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.53	***
16190	Sewing Machine Operator		15.05	***
16220	Tailor		16.04	***
16250	Washer, Machine		13.12	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.24	
19040	Tool And Die Maker		26.76	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		14.67	***
21030	Material Coordinator		21.50	
21040	Material Expediter		21.50	
21050	Material Handling Laborer		14.21	***
21071	Order Filler		13.50	***
21080	Production Line Worker (Food Processing)		14.67	***
21110	Shipping Packer		16.27	
21130	Shipping/Receiving Clerk		16.27	
21140	Store Worker I		12.83	***
21150	Stock Clerk		18.43	
21210	Tools And Parts Attendant		14.67	***
21410	Warehouse Specialist		14.67	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	28.52	
23019	Aircraft Logs and Records Technician	22.78	
23021	Aircraft Mechanic I	27.23	
23022	Aircraft Mechanic II	28.52	
23023	Aircraft Mechanic III	29.85	
23040	Aircraft Mechanic Helper	19.31	
23050	Aircraft, Painter	25.87	
23060	Aircraft Servicer	22.78	
23070	Aircraft Survival Flight Equipment Technician	25.87	
23080	Aircraft Worker	24.44	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.44	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.23	
23110	Appliance Mechanic	22.84	
23120	Bicycle Repairer	18.62	
23125	Cable Splicer	36.96	
23130	Carpenter, Maintenance	22.47	
23140	Carpet Layer	21.58	
23160	Electrician, Maintenance	24.89	
23181	Electronics Technician Maintenance I	21.58	
23182	Electronics Technician Maintenance II	22.84	
23183	Electronics Technician Maintenance III	24.04	
23260	Fabric Worker	20.11	
23290	Fire Alarm System Mechanic	24.04	
23310	Fire Extinguisher Repairer	18.62	
23311	Fuel Distribution System Mechanic	24.04	
23312	Fuel Distribution System Operator	18.62	
23370	General Maintenance Worker	17.58	
23380	Ground Support Equipment Mechanic	27.23	
23381	Ground Support Equipment Servicer	22.78	
23382	Ground Support Equipment Worker	24.44	
23391	Gunsmith I	18.62	
23392	Gunsmith II	21.58	
23393	Gunsmith III	24.04	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.37	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.39	
23430	Heavy Equipment Mechanic	28.63	
23440	Heavy Equipment Operator	22.88	
23460	Instrument Mechanic	24.04	
23465	Laboratory/Shelter Mechanic	22.84	
23470	Laborer	14.21	***
23510	Locksmith	22.84	
23530	Machinery Maintenance Mechanic	24.48	
23550	Machinist, Maintenance	18.15	
23580	Maintenance Trades Helper	17.04	
23591	Metrology Technician I	24.04	
23592	Metrology Technician II	25.18	
23593	Metrology Technician III	26.35	
23640	Millwright	24.17	
23710	Office Appliance Repairer	22.84	
23760	Painter, Maintenance	20.77	
23790	Pipefitter, Maintenance	26.04	
23810	Plumber, Maintenance	24.52	
23820	Pneudraulic Systems Mechanic	24.04	
23850	Rigger	24.04	
23870	Scale Mechanic	21.58	
23890	Sheet-Metal Worker, Maintenance	24.44	
23910	Small Engine Mechanic	21.13	
23931	Telecommunications Mechanic I	32.11	
23932	Telecommunications Mechanic II	33.64	
23950	Telephone Lineman	32.63	
23960	Welder, Combination, Maintenance	18.21	
23965	Well Driller	23.64	
23970	Woodcraft Worker	24.04	
23980	Woodworker	18.62	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.37	***
24570	Child Care Attendant	10.68	***

24580	Child Care Center Clerk	13.32	***
24610	Chore Aide	11.12	***
24620	Family Readiness And Support Services Coordinator	15.37	***
24630	Homemaker	16.57	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	24.04	
25040	Sewage Plant Operator	19.79	
25070	Stationary Engineer	24.04	
25190	Ventilation Equipment Tender	17.04	
25210	Water Treatment Plant Operator	19.79	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.33	***
27007	Baggage Inspector	14.05	***
27008	Corrections Officer	18.04	
27010	Court Security Officer	17.60	
27030	Detection Dog Handler	16.84	
27040	Detention Officer	18.04	
27070	Firefighter	19.63	
27101	Guard I	14.05	***
27102	Guard II	16.84	
27131	Police Officer I	18.73	
27132	Police Officer II	20.82	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.25	***
28042	Carnival Equipment Repairer	15.57	***
28043	Carnival Worker	10.30	***
28210	Gate Attendant/Gate Tender	17.05	
28310	Lifeguard	10.83	***
28350	Park Attendant (Aide)	19.07	
28510	Recreation Aide/Health Facility Attendant	13.92	***
28515	Recreation Specialist	23.62	
28630	Sports Official	15.19	***
28690	Swimming Pool Operator	18.05	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.77	
29020	Hatch Tender	25.77	
29030	Line Handler	25.77	
29041	Stevedore I	25.14	
29042	Stevedore II	28.45	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	42.02	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.98	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.91	
30021	Archeological Technician I	18.21	
30022	Archeological Technician II	20.37	
30023	Archeological Technician III	25.24	
30030	Cartographic Technician	25.24	
30040	Civil Engineering Technician	25.24	
30051	Cryogenic Technician I	27.95	
30052	Cryogenic Technician II	30.88	
30061	Drafter/CAD Operator I	18.21	
30062	Drafter/CAD Operator II	20.37	
30063	Drafter/CAD Operator III	22.71	
30064	Drafter/CAD Operator IV	27.95	
30081	Engineering Technician I	16.23	
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.48	

30084	Engineering Technician IV	25.36
30085	Engineering Technician V	31.02
30086	Engineering Technician VI	37.54
30090	Environmental Technician	25.24
30095	Evidence Control Specialist	25.24
30210	Laboratory Technician	22.71
30221	Latent Fingerprint Technician I	27.95
30222	Latent Fingerprint Technician II	30.88
30240	Mathematical Technician	25.24
30361	Paralegal/Legal Assistant I	17.51
30362	Paralegal/Legal Assistant II	21.70
30363	Paralegal/Legal Assistant III	26.54
30364	Paralegal/Legal Assistant IV	32.10
30375	Petroleum Supply Specialist	30.88
30390	Photo-Optics Technician	25.24
30395	Radiation Control Technician	30.88
30461	Technical Writer I	25.24
30462	Technical Writer II	30.88
30463	Technical Writer III	37.35
30491	Unexploded Ordnance (UXO) Technician I	26.71
30492	Unexploded Ordnance (UXO) Technician II	32.31
30493	Unexploded Ordnance (UXO) Technician III	38.73
30494	Unexploded (UXO) Safety Escort	26.71
30495	Unexploded (UXO) Sweep Personnel	26.71
30501	Weather Forecaster I	27.95
30502	Weather Forecaster II	34.00
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.71
30621	Weather Observer, Senior	(see 2) 25.24

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.31	
31020	Bus Aide	12.72	***
31030	Bus Driver	18.18	
31043	Driver Courier	16.09	***
31260	Parking and Lot Attendant	11.63	***
31290	Shuttle Bus Driver	16.95	
31310	Taxi Driver	11.51	***
31361	Truckdriver, Light	17.58	
31362	Truckdriver, Medium	18.99	
31363	Truckdriver, Heavy	22.25	
31364	Truckdriver, Tractor-Trailer	22.25	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.75	***
99030	Cashier	10.82	***
99050	Desk Clerk	10.74	***
99095	Embalmer	22.74	
99130	Flight Follower	26.71	
99251	Laboratory Animal Caretaker I	13.09	***
99252	Laboratory Animal Caretaker II	14.30	***
99260	Marketing Analyst	27.88	
99310	Mortician	22.02	
99410	Pest Controller	17.74	
99510	Photofinishing Worker	14.03	***
99710	Recycling Laborer	17.53	
99711	Recycling Specialist	21.53	
99730	Refuse Collector	15.56	***
99810	Sales Clerk	13.27	***
99820	School Crossing Guard	14.70	***
99830	Survey Party Chief	22.29	
99831	Surveying Aide	12.90	***
99832	Surveying Technician	21.34	
99840	Vending Machine Attendant	14.31	***
99841	Vending Machine Repairer	18.11	
99842	Vending Machine Repairer Helper	14.60	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5103

States/Territories. : Missouri

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Barry, Barton, Cedar, Dade, Lawrence, Stone, Taney, Vernon

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.00	***
01012	Accounting Clerk II	15.71	***
01013	Accounting Clerk III	17.58	
01020	Administrative Assistant	23.85	
01035	Court Reporter	15.58	***
01041	Customer Service Representative I	12.76	***
01042	Customer Service Representative II	13.92	***
01043	Customer Service Representative III	15.62	***
01051	Data Entry Operator I	13.69	***
01052	Data Entry Operator II	14.94	***
01060	Dispatcher, Motor Vehicle	20.78	
01070	Document Preparation Clerk	12.41	***
01090	Duplicating Machine Operator	12.41	***
01111	General Clerk I	13.05	***
01112	General Clerk II	14.24	***
01113	General Clerk III	15.98	***
01120	Housing Referral Assistant	17.37	
01141	Messenger Courier	10.41	***
01191	Order Clerk I	14.27	***
01192	Order Clerk II	16.20	

01261	Personnel Assistant (Employment) I	14.46	***
01262	Personnel Assistant (Employment) II	16.18	***
01263	Personnel Assistant (Employment) III	18.03	
01270	Production Control Clerk	19.62	
01290	Rental Clerk	13.00	***
01300	Scheduler, Maintenance	13.93	***
01311	Secretary I	13.93	***
01312	Secretary II	15.58	***
01313	Secretary III	17.37	
01320	Service Order Dispatcher	18.57	
01410	Supply Technician	23.85	
01420	Survey Worker	14.22	***
01460	Switchboard Operator/Receptionist	13.39	***
01531	Travel Clerk I	15.91	***
01532	Travel Clerk II	17.13	
01533	Travel Clerk III	20.44	
01611	Word Processor I	12.43	***
01612	Word Processor II	13.96	***
01613	Word Processor III	15.62	***

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.23	
05010	Automotive Electrician	16.87	
05040	Automotive Glass Installer	15.76	***
05070	Automotive Worker	15.76	***
05110	Mobile Equipment Servicer	14.19	***
05130	Motor Equipment Metal Mechanic	17.56	
05160	Motor Equipment Metal Worker	15.76	***
05190	Motor Vehicle Mechanic	17.56	
05220	Motor Vehicle Mechanic Helper	13.33	***
05250	Motor Vehicle Upholstery Worker	15.36	***
05280	Motor Vehicle Wrecker	15.76	***
05310	Painter, Automotive	16.62	
05340	Radiator Repair Specialist	15.76	***
05370	Tire Repairer	15.04	***
05400	Transmission Repair Specialist	17.56	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	12.02	***
07041	Cook I	11.33	***
07042	Cook II	12.96	***
07070	Dishwasher	11.15	***
07130	Food Service Worker	10.86	***
07210	Meat Cutter	16.17	***
07260	Waiter/Waitress	10.30	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.56	
09040	Furniture Handler	14.97	***
09080	Furniture Refinisher	23.56	
09090	Furniture Refinisher Helper	17.85	
09110	Furniture Repairer, Minor	20.70	
09130	Upholsterer	23.51	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.19	***
11060	Elevator Operator	12.74	***
11090	Gardener	18.13	
11122	Housekeeping Aide	12.31	***
11150	Janitor	12.31	***
11210	Laborer, Grounds Maintenance	13.98	***
11240	Maid or Houseman	11.17	***
11260	Pruner	12.70	***
11270	Tractor Operator	16.72	

11330	Trail Maintenance Worker	13.98	***
11360	Window Cleaner	13.56	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.59	
12011	Breath Alcohol Technician	19.08	
12012	Certified Occupational Therapist Assistant	26.07	
12015	Certified Physical Therapist Assistant	25.71	
12020	Dental Assistant	18.10	
12025	Dental Hygienist	36.08	
12030	EKG Technician	28.80	
12035	Electroneurodiagnostic Technologist	28.80	
12040	Emergency Medical Technician	18.59	
12071	Licensed Practical Nurse I	16.98	
12072	Licensed Practical Nurse II	19.00	
12073	Licensed Practical Nurse III	21.18	
12100	Medical Assistant	14.22	***
12130	Medical Laboratory Technician	18.31	
12160	Medical Record Clerk	16.24	
12190	Medical Record Technician	18.16	
12195	Medical Transcriptionist	16.98	
12210	Nuclear Medicine Technologist	41.76	
12221	Nursing Assistant I	11.60	***
12222	Nursing Assistant II	13.04	***
12223	Nursing Assistant III	14.23	***
12224	Nursing Assistant IV	15.97	***
12235	Optical Dispenser	16.92	
12236	Optical Technician	16.98	
12250	Pharmacy Technician	14.51	***
12280	Phlebotomist	15.53	***
12305	Radiologic Technologist	28.44	
12311	Registered Nurse I	23.37	
12312	Registered Nurse II	28.59	
12313	Registered Nurse II, Specialist	28.59	
12314	Registered Nurse III	34.58	
12315	Registered Nurse III, Anesthetist	34.58	
12316	Registered Nurse IV	41.46	
12317	Scheduler (Drug and Alcohol Testing)	23.63	
12320	Substance Abuse Treatment Counselor	21.51	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	18.31	
13012	Exhibits Specialist II	22.68	
13013	Exhibits Specialist III	27.75	
13041	Illustrator I	18.31	
13042	Illustrator II	22.68	
13043	Illustrator III	27.75	
13047	Librarian	25.12	
13050	Library Aide/Clerk	14.58	***
13054	Library Information Technology Systems Administrator	22.68	
13058	Library Technician	18.31	
13061	Media Specialist I	16.36	
13062	Media Specialist II	18.31	
13063	Media Specialist III	20.41	
13071	Photographer I	12.42	***
13072	Photographer II	15.34	***
13073	Photographer III	19.91	
13074	Photographer IV	24.34	
13075	Photographer V	30.59	
13090	Technical Order Library Clerk	18.31	
13110	Video Teleconference Technician	17.88	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.19	***
14042	Computer Operator II	17.00	
14043	Computer Operator III	18.95	

14044	Computer Operator IV		21.06
14045	Computer Operator V		23.32
14071	Computer Programmer I	(see 1)	19.31
14072	Computer Programmer II	(see 1)	23.93
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.19 ***
14160	Personal Computer Support Technician		21.06
14170	System Support Specialist		26.23

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		28.62	
15020	Aircrew Training Devices Instructor (Rated)		34.61	
15030	Air Crew Training Devices Instructor (Pilot)		39.95	
15050	Computer Based Training Specialist / Instructor		28.62	
15060	Educational Technologist		26.84	
15070	Flight Instructor (Pilot)		39.95	
15080	Graphic Artist		22.19	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		39.95	
15086	Maintenance Test Pilot, Rotary Wing		39.95	
15088	Non-Maintenance Test/Co-Pilot		39.95	
15090	Technical Instructor		20.49	
15095	Technical Instructor/Course Developer		25.06	
15110	Test Proctor		16.54	
15120	Tutor		16.54	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.19	***
16030	Counter Attendant		12.19	***
16040	Dry Cleaner		13.93	***
16070	Finisher, Flatwork, Machine		12.19	***
16090	Presser, Hand		12.19	***
16110	Presser, Machine, Drycleaning		12.19	***
16130	Presser, Machine, Shirts		12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.19	***
16190	Sewing Machine Operator		14.55	***
16220	Tailor		15.56	***
16250	Washer, Machine		12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		22.63	
19040	Tool And Die Maker		27.85	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		16.05	***
21030	Material Coordinator		19.62	
21040	Material Expediter		19.62	
21050	Material Handling Laborer		14.33	***
21071	Order Filler		12.83	***
21080	Production Line Worker (Food Processing)		16.05	***
21110	Shipping Packer		13.73	***
21130	Shipping/Receiving Clerk		13.73	***
21140	Store Worker I		12.17	***
21150	Stock Clerk		16.35	
21210	Tools And Parts Attendant		16.05	***
21410	Warehouse Specialist		16.05	***

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		25.38	

23019	Aircraft Logs and Records Technician	19.92	
23021	Aircraft Mechanic I	24.00	
23022	Aircraft Mechanic II	25.38	
23023	Aircraft Mechanic III	26.69	
23040	Aircraft Mechanic Helper	17.12	
23050	Aircraft, Painter	22.63	
23060	Aircraft Servicer	19.92	
23070	Aircraft Survival Flight Equipment Technician	22.63	
23080	Aircraft Worker	21.22	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	21.22	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	24.00	
23110	Appliance Mechanic	22.63	
23120	Bicycle Repairer	18.56	
23125	Cable Splicer	40.47	
23130	Carpenter, Maintenance	20.44	
23140	Carpet Layer	21.22	
23160	Electrician, Maintenance	22.16	
23181	Electronics Technician Maintenance I	21.22	
23182	Electronics Technician Maintenance II	22.63	
23183	Electronics Technician Maintenance III	24.00	
23260	Fabric Worker	19.92	
23290	Fire Alarm System Mechanic	24.00	
23310	Fire Extinguisher Repairer	18.56	
23311	Fuel Distribution System Mechanic	24.00	
23312	Fuel Distribution System Operator	18.56	
23370	General Maintenance Worker	16.60	
23380	Ground Support Equipment Mechanic	24.00	
23381	Ground Support Equipment Servicer	19.92	
23382	Ground Support Equipment Worker	21.22	
23391	Gunsmith I	18.56	
23392	Gunsmith II	21.22	
23393	Gunsmith III	24.00	
23410	Heating, Ventilation And Air-Conditioning Mechanic	21.40	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.03	
23430	Heavy Equipment Mechanic	20.63	
23440	Heavy Equipment Operator	24.54	
23460	Instrument Mechanic	24.00	
23465	Laboratory/Shelter Mechanic	22.63	
23470	Laborer	14.33	***
23510	Locksmith	22.63	
23530	Machinery Maintenance Mechanic	26.93	
23550	Machinist, Maintenance	21.22	
23580	Maintenance Trades Helper	17.12	
23591	Metrology Technician I	24.00	
23592	Metrology Technician II	25.38	
23593	Metrology Technician III	26.69	
23640	Millwright	24.00	
23710	Office Appliance Repairer	22.63	
23760	Painter, Maintenance	22.11	
23790	Pipefitter, Maintenance	26.04	
23810	Plumber, Maintenance	23.07	
23820	Pneudraulic Systems Mechanic	24.00	
23850	Rigger	24.00	
23870	Scale Mechanic	21.22	
23890	Sheet-Metal Worker, Maintenance	24.00	
23910	Small Engine Mechanic	16.19	***
23931	Telecommunications Mechanic I	24.00	
23932	Telecommunications Mechanic II	25.38	
23950	Telephone Lineman	24.89	
23960	Welder, Combination, Maintenance	17.27	
23965	Well Driller	24.00	
23970	Woodcraft Worker	24.00	
23980	Woodworker	18.56	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.86	***
24570	Child Care Attendant	11.64	***
24580	Child Care Center Clerk	14.51	***

24610	Chore Aide	11.28	***
24620	Family Readiness And Support Services Coordinator	13.86	***
24630	Homemaker	15.27	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	22.63	
25040	Sewage Plant Operator	21.67	
25070	Stationary Engineer	22.63	
25190	Ventilation Equipment Tender	16.14	***
25210	Water Treatment Plant Operator	21.67	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.33	***
27007	Baggage Inspector	13.25	***
27008	Corrections Officer	18.04	
27010	Court Security Officer	17.21	
27030	Detection Dog Handler	16.84	
27040	Detention Officer	18.04	
27070	Firefighter	17.21	
27101	Guard I	13.25	***
27102	Guard II	16.84	
27131	Police Officer I	19.75	
27132	Police Officer II	21.95	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.13	***
28042	Carnival Equipment Repairer	15.32	***
28043	Carnival Worker	10.73	***
28210	Gate Attendant/Gate Tender	14.72	***
28310	Lifeguard	11.83	***
28350	Park Attendant (Aide)	16.47	
28510	Recreation Aide/Health Facility Attendant	12.02	***
28515	Recreation Specialist	20.37	
28630	Sports Official	13.11	***
28690	Swimming Pool Operator	17.52	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.58	
29020	Hatch Tender	21.58	
29030	Line Handler	21.58	
29041	Stevedore I	20.25	
29042	Stevedore II	23.02	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.77	
30022	Archeological Technician II	18.76	
30023	Archeological Technician III	23.22	
30030	Cartographic Technician	23.22	
30040	Civil Engineering Technician	22.66	
30051	Cryogenic Technician I	25.10	
30052	Cryogenic Technician II	27.72	
30061	Drafter/CAD Operator I	16.77	
30062	Drafter/CAD Operator II	18.76	
30063	Drafter/CAD Operator III	20.90	
30064	Drafter/CAD Operator IV	25.73	
30081	Engineering Technician I	14.93	***
30082	Engineering Technician II	16.77	
30083	Engineering Technician III	20.33	
30084	Engineering Technician IV	25.19	

30085	Engineering Technician V	30.82
30086	Engineering Technician VI	37.29
30090	Environmental Technician	23.22
30095	Evidence Control Specialist	22.66
30210	Laboratory Technician	20.90
30221	Latent Fingerprint Technician I	25.10
30222	Latent Fingerprint Technician II	27.72
30240	Mathematical Technician	23.22
30361	Paralegal/Legal Assistant I	16.32
30362	Paralegal/Legal Assistant II	19.97
30363	Paralegal/Legal Assistant III	24.73
30364	Paralegal/Legal Assistant IV	29.93
30375	Petroleum Supply Specialist	27.72
30390	Photo-Optics Technician	22.93
30395	Radiation Control Technician	27.72
30461	Technical Writer I	23.22
30462	Technical Writer II	28.42
30463	Technical Writer III	34.38
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.10
30502	Weather Forecaster II	30.52
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.90
30621	Weather Observer, Senior	(see 2) 23.22

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.43	***
31030	Bus Driver	18.62	
31043	Driver Courier	14.29	***
31260	Parking and Lot Attendant	12.18	***
31290	Shuttle Bus Driver	15.41	***
31310	Taxi Driver	10.67	***
31361	Truckdriver, Light	15.41	***
31362	Truckdriver, Medium	16.89	
31363	Truckdriver, Heavy	21.97	
31364	Truckdriver, Tractor-Trailer	21.97	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.89	***
99050	Desk Clerk	11.36	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	12.98	***
99252	Laboratory Animal Caretaker II	14.05	***
99260	Marketing Analyst	21.25	
99310	Mortician	26.22	
99410	Pest Controller	20.78	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	15.57	***
99711	Recycling Specialist	18.62	
99730	Refuse Collector	14.14	***
99810	Sales Clerk	12.63	***
99820	School Crossing Guard	13.56	***
99830	Survey Party Chief	18.08	
99831	Surveying Aide	10.46	***
99832	Surveying Technician	17.31	
99840	Vending Machine Attendant	17.86	
99841	Vending Machine Repairer	22.14	
99842	Vending Machine Repairer Helper	17.86	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5105

States/Territories. : Missouri

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette,
Platte, Ray

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	16.36	
01012	Accounting Clerk II	18.38	
01013	Accounting Clerk III	20.55	
01020	Administrative Assistant	27.26	
01035	Court Reporter	27.24	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.81	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	14.46	***
01052	Data Entry Operator II	15.78	***
01060	Dispatcher, Motor Vehicle	22.41	
01070	Document Preparation Clerk	17.29	
01090	Duplicating Machine Operator	17.29	
01111	General Clerk I	14.37	***
01112	General Clerk II	15.67	***
01113	General Clerk III	17.59	
01120	Housing Referral Assistant	22.37	
01141	Messenger Courier	16.38	
01191	Order Clerk I	16.26	

01192	Order Clerk II	17.74	
01261	Personnel Assistant (Employment) I	16.95	
01262	Personnel Assistant (Employment) II	18.96	
01263	Personnel Assistant (Employment) III	21.13	
01270	Production Control Clerk	25.14	
01290	Rental Clerk	15.34	***
01300	Scheduler, Maintenance	17.93	
01311	Secretary I	17.93	
01312	Secretary II	20.07	
01313	Secretary III	22.37	
01320	Service Order Dispatcher	21.18	
01410	Supply Technician	27.26	
01420	Survey Worker	18.01	
01460	Switchboard Operator/Receptionist	14.62	***
01531	Travel Clerk I	19.75	
01532	Travel Clerk II	21.34	
01533	Travel Clerk III	22.91	
01611	Word Processor I	18.19	
01612	Word Processor II	20.44	
01613	Word Processor III	22.86	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	25.50	
05010	Automotive Electrician	21.99	
05040	Automotive Glass Installer	20.75	
05070	Automotive Worker	20.75	
05110	Mobile Equipment Servicer	17.96	
05130	Motor Equipment Metal Mechanic	22.99	
05160	Motor Equipment Metal Worker	20.75	
05190	Motor Vehicle Mechanic	22.99	
05220	Motor Vehicle Mechanic Helper	16.52	
05250	Motor Vehicle Upholstery Worker	19.36	
05280	Motor Vehicle Wrecker	20.75	
05310	Painter, Automotive	21.99	
05340	Radiator Repair Specialist	20.75	
05370	Tire Repairer	15.18	***
05400	Transmission Repair Specialist	22.99	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.52	***
07041	Cook I	13.58	***
07042	Cook II	15.69	***
07070	Dishwasher	11.43	***
07130	Food Service Worker	12.55	***
07210	Meat Cutter	17.93	
07260	Waiter/Waitress	10.65	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	22.18	
09040	Furniture Handler	15.75	***
09080	Furniture Refinisher	21.23	
09090	Furniture Refinisher Helper	17.01	
09110	Furniture Repairer, Minor	19.27	
09130	Upholsterer	15.83	***

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.73	***
11060	Elevator Operator	14.09	***
11090	Gardener	22.05	
11122	Housekeeping Aide	14.09	***
11150	Janitor	14.09	***
11210	Laborer, Grounds Maintenance	16.89	
11240	Maid or Houseman	12.65	***
11260	Pruner	15.24	***

11270	Tractor Operator	20.28	
11330	Trail Maintenance Worker	16.89	
11360	Window Cleaner	15.61	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.67	
12011	Breath Alcohol Technician	20.78	
12012	Certified Occupational Therapist Assistant	29.42	
12015	Certified Physical Therapist Assistant	28.36	
12020	Dental Assistant	20.91	
12025	Dental Hygienist	37.31	
12030	EKG Technician	33.03	
12035	Electroneurodiagnostic Technologist	33.03	
12040	Emergency Medical Technician	17.67	
12071	Licensed Practical Nurse I	18.58	
12072	Licensed Practical Nurse II	20.78	
12073	Licensed Practical Nurse III	23.17	
12100	Medical Assistant	17.71	
12130	Medical Laboratory Technician	23.49	
12160	Medical Record Clerk	20.16	
12190	Medical Record Technician	22.55	
12195	Medical Transcriptionist	18.66	
12210	Nuclear Medicine Technologist	39.55	
12221	Nursing Assistant I	11.76	***
12222	Nursing Assistant II	13.22	***
12223	Nursing Assistant III	14.42	***
12224	Nursing Assistant IV	16.18	***
12235	Optical Dispenser	17.59	
12236	Optical Technician	16.45	
12250	Pharmacy Technician	17.70	
12280	Phlebotomist	17.85	
12305	Radiologic Technologist	29.02	
12311	Registered Nurse I	24.49	
12312	Registered Nurse II	29.96	
12313	Registered Nurse II, Specialist	29.96	
12314	Registered Nurse III	36.24	
12315	Registered Nurse III, Anesthetist	36.24	
12316	Registered Nurse IV	43.45	
12317	Scheduler (Drug and Alcohol Testing)	25.75	
12320	Substance Abuse Treatment Counselor	22.62	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.34	
13012	Exhibits Specialist II	27.35	
13013	Exhibits Specialist III	32.35	
13041	Illustrator I	21.34	
13042	Illustrator II	26.44	
13043	Illustrator III	32.35	
13047	Librarian	30.95	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	26.44	
13058	Library Technician	17.29	
13061	Media Specialist I	19.08	
13062	Media Specialist II	21.34	
13063	Media Specialist III	23.79	
13071	Photographer I	17.20	
13072	Photographer II	19.24	
13073	Photographer III	23.84	
13074	Photographer IV	29.17	
13075	Photographer V	35.29	
13090	Technical Order Library Clerk	17.78	
13110	Video Teleconference Technician	26.95	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.26	
14042	Computer Operator II	21.55	

14043	Computer Operator III	24.03
14044	Computer Operator IV	26.70
14045	Computer Operator V	29.57
14071	Computer Programmer I (see 1)	22.38
14072	Computer Programmer II (see 1)	27.43
14073	Computer Programmer III (see 1)	nan
14074	Computer Programmer IV (see 1)	nan
14101	Computer Systems Analyst I (see 1)	nan
14102	Computer Systems Analyst II (see 1)	nan
14103	Computer Systems Analyst III (see 1)	nan
14150	Peripheral Equipment Operator	19.26
14160	Personal Computer Support Technician	26.70
14170	System Support Specialist	29.57

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.57	
15020	Aircrew Training Devices Instructor (Rated)	35.78	
15030	Air Crew Training Devices Instructor (Pilot)	42.88	
15050	Computer Based Training Specialist / Instructor	29.57	
15060	Educational Technologist	31.03	
15070	Flight Instructor (Pilot)	42.88	
15080	Graphic Artist	25.30	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.88	
15086	Maintenance Test Pilot, Rotary Wing	42.88	
15088	Non-Maintenance Test/Co-Pilot	42.88	
15090	Technical Instructor	24.09	
15095	Technical Instructor/Course Developer	29.48	
15110	Test Proctor	19.46	
15120	Tutor	19.46	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	12.19	***
16030	Counter Attendant	12.19	***
16040	Dry Cleaner	13.93	***
16070	Finisher, Flatwork, Machine	12.19	***
16090	Presser, Hand	12.19	***
16110	Presser, Machine, Drycleaning	12.19	***
16130	Presser, Machine, Shirts	12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.19	***
16190	Sewing Machine Operator	14.58	***
16220	Tailor	15.59	***
16250	Washer, Machine	12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	27.66	
19040	Tool And Die Maker	32.18	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.58	
21030	Material Coordinator	25.14	
21040	Material Expediter	25.14	
21050	Material Handling Laborer	16.19	***
21071	Order Filler	14.39	***
21080	Production Line Worker (Food Processing)	19.58	
21110	Shipping Packer	16.29	
21130	Shipping/Receiving Clerk	16.29	
21140	Store Worker I	15.55	***
21150	Stock Clerk	21.30	
21210	Tools And Parts Attendant	19.58	
21410	Warehouse Specialist	19.58	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
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23010	Aerospace Structural Welder	38.03	
23019	Aircraft Logs and Records Technician	30.80	
23021	Aircraft Mechanic I	36.56	
23022	Aircraft Mechanic II	38.03	
23023	Aircraft Mechanic III	39.46	
23040	Aircraft Mechanic Helper	26.27	
23050	Aircraft, Painter	34.98	
23060	Aircraft Servicer	30.80	
23070	Aircraft Survival Flight Equipment Technician	34.98	
23080	Aircraft Worker	33.00	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	33.00	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.56	
23110	Appliance Mechanic	22.32	
23120	Bicycle Repairer	22.03	
23125	Cable Splicer	45.42	
23130	Carpenter, Maintenance	26.22	
23140	Carpet Layer	25.78	
23160	Electrician, Maintenance	30.70	
23181	Electronics Technician Maintenance I	29.03	
23182	Electronics Technician Maintenance II	31.33	
23183	Electronics Technician Maintenance III	32.75	
23260	Fabric Worker	23.75	
23290	Fire Alarm System Mechanic	26.49	
23310	Fire Extinguisher Repairer	22.03	
23311	Fuel Distribution System Mechanic	33.04	
23312	Fuel Distribution System Operator	25.85	
23370	General Maintenance Worker	20.36	
23380	Ground Support Equipment Mechanic	36.56	
23381	Ground Support Equipment Servicer	30.80	
23382	Ground Support Equipment Worker	33.00	
23391	Gunsmith I	22.03	
23392	Gunsmith II	25.44	
23393	Gunsmith III	28.20	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.08	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.17	
23430	Heavy Equipment Mechanic	26.01	
23440	Heavy Equipment Operator	29.15	
23460	Instrument Mechanic	26.52	
23465	Laboratory/Shelter Mechanic	26.97	
23470	Laborer	15.68	***
23510	Locksmith	26.08	
23530	Machinery Maintenance Mechanic	28.94	
23550	Machinist, Maintenance	24.15	
23580	Maintenance Trades Helper	16.73	
23591	Metrology Technician I	26.52	
23592	Metrology Technician II	27.58	
23593	Metrology Technician III	28.62	
23640	Millwright	36.76	
23710	Office Appliance Repairer	21.38	
23760	Painter, Maintenance	23.00	
23790	Pipefitter, Maintenance	32.17	
23810	Plumber, Maintenance	30.77	
23820	Pneudraulic Systems Mechanic	28.20	
23850	Rigger	25.25	
23870	Scale Mechanic	25.44	
23890	Sheet-Metal Worker, Maintenance	29.58	
23910	Small Engine Mechanic	21.10	
23931	Telecommunications Mechanic I	29.09	
23932	Telecommunications Mechanic II	30.25	
23950	Telephone Lineman	24.54	
23960	Welder, Combination, Maintenance	22.49	
23965	Well Driller	28.22	
23970	Woodcraft Worker	28.20	
23980	Woodworker	22.03	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	18.27	
24570	Child Care Attendant	11.44	***

24580	Child Care Center Clerk	14.51	***
24610	Chore Aide	11.58	***
24620	Family Readiness And Support Services Coordinator	18.27	
24630	Homemaker	18.27	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.72	
25040	Sewage Plant Operator	22.55	
25070	Stationary Engineer	29.72	
25190	Ventilation Equipment Tender	21.35	
25210	Water Treatment Plant Operator	22.55	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.36	
27007	Baggage Inspector	15.81	***
27008	Corrections Officer	20.13	
27010	Court Security Officer	21.66	
27030	Detection Dog Handler	17.68	
27040	Detention Officer	20.13	
27070	Firefighter	24.31	
27101	Guard I	15.81	***
27102	Guard II	17.68	
27131	Police Officer I	25.18	
27132	Police Officer II	27.98	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.53	***
28042	Carnival Equipment Repairer	15.80	***
28043	Carnival Worker	10.92	***
28210	Gate Attendant/Gate Tender	17.20	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	19.25	
28510	Recreation Aide/Health Facility Attendant	14.05	***
28515	Recreation Specialist	23.85	
28630	Sports Official	15.33	***
28690	Swimming Pool Operator	19.20	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	34.53	
29020	Hatch Tender	34.53	
29030	Line Handler	34.53	
29041	Stevedore I	32.22	
29042	Stevedore II	36.60	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.78	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.81	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.73	
30021	Archeological Technician I	18.58	
30022	Archeological Technician II	20.79	
30023	Archeological Technician III	25.76	
30030	Cartographic Technician	25.76	
30040	Civil Engineering Technician	25.76	
30051	Cryogenic Technician I	28.52	
30052	Cryogenic Technician II	31.51	
30061	Drafter/CAD Operator I	18.58	
30062	Drafter/CAD Operator II	20.79	
30063	Drafter/CAD Operator III	23.17	
30064	Drafter/CAD Operator IV	28.52	
30081	Engineering Technician I	15.54	***
30082	Engineering Technician II	19.08	
30083	Engineering Technician III	21.95	

30084	Engineering Technician IV	24.41
30085	Engineering Technician V	29.54
30086	Engineering Technician VI	36.00
30090	Environmental Technician	23.10
30095	Evidence Control Specialist	25.76
30210	Laboratory Technician	23.01
30221	Latent Fingerprint Technician I	25.73
30222	Latent Fingerprint Technician II	28.42
30240	Mathematical Technician	30.26
30361	Paralegal/Legal Assistant I	20.94
30362	Paralegal/Legal Assistant II	25.95
30363	Paralegal/Legal Assistant III	31.74
30364	Paralegal/Legal Assistant IV	38.40
30375	Petroleum Supply Specialist	31.51
30390	Photo-Optics Technician	25.76
30395	Radiation Control Technician	31.51
30461	Technical Writer I	26.05
30462	Technical Writer II	31.87
30463	Technical Writer III	38.55
30491	Unexploded Ordnance (UXO) Technician I	26.55
30492	Unexploded Ordnance (UXO) Technician II	32.13
30493	Unexploded Ordnance (UXO) Technician III	38.51
30494	Unexploded (UXO) Safety Escort	26.55
30495	Unexploded (UXO) Sweep Personnel	26.55
30501	Weather Forecaster I	28.52
30502	Weather Forecaster II	34.69
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.17
30621	Weather Observer, Senior	(see 2) 25.76

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.13	
31020	Bus Aide	16.48	
31030	Bus Driver	23.19	
31043	Driver Courier	17.61	
31260	Parking and Lot Attendant	13.02	***
31290	Shuttle Bus Driver	16.66	
31310	Taxi Driver	13.99	***
31361	Truckdriver, Light	19.15	
31362	Truckdriver, Medium	21.89	
31363	Truckdriver, Heavy	23.84	
31364	Truckdriver, Tractor-Trailer	23.84	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.66	***
99030	Cashier	12.33	***
99050	Desk Clerk	11.84	***
99095	Embalmer	26.72	
99130	Flight Follower	26.55	
99251	Laboratory Animal Caretaker I	14.02	***
99252	Laboratory Animal Caretaker II	15.24	***
99260	Marketing Analyst	29.99	
99310	Mortician	30.24	
99410	Pest Controller	18.47	
99510	Photofinishing Worker	15.63	***
99710	Recycling Laborer	17.87	
99711	Recycling Specialist	21.46	
99730	Refuse Collector	16.13	***
99810	Sales Clerk	13.52	***
99820	School Crossing Guard	13.10	***
99830	Survey Party Chief	27.56	
99831	Surveying Aide	17.14	
99832	Surveying Technician	23.46	
99840	Vending Machine Attendant	16.35	
99841	Vending Machine Repairer	20.54	
99842	Vending Machine Repairer Helper	16.35	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5107

States/Territories. : Missouri

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Kansas, Missouri

Area: Kansas County of Doniphan

Missouri Counties of Andrew, Buchanan, De Kalb

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.78	***
01012	Accounting Clerk II	16.61	
01013	Accounting Clerk III	18.57	
01020	Administrative Assistant	26.48	
01035	Court Reporter	19.63	
01041	Customer Service Representative I	14.81	***
01042	Customer Service Representative II	16.15	***
01043	Customer Service Representative III	18.13	
01051	Data Entry Operator I	13.43	***
01052	Data Entry Operator II	14.65	***
01060	Dispatcher, Motor Vehicle	22.85	
01070	Document Preparation Clerk	15.62	***
01090	Duplicating Machine Operator	15.62	***
01111	General Clerk I	14.05	***
01112	General Clerk II	15.33	***
01113	General Clerk III	17.20	
01120	Housing Referral Assistant	21.89	
01141	Messenger Courier	12.73	***
01191	Order Clerk I	15.40	***
01192	Order Clerk II	17.51	

01261	Personnel Assistant (Employment) I	17.54	
01262	Personnel Assistant (Employment) II	19.63	
01263	Personnel Assistant (Employment) III	21.89	
01270	Production Control Clerk	24.69	
01290	Rental Clerk	15.54	***
01300	Scheduler, Maintenance	17.54	
01311	Secretary I	17.54	
01312	Secretary II	19.63	
01313	Secretary III	21.89	
01320	Service Order Dispatcher	21.69	
01410	Supply Technician	26.48	
01420	Survey Worker	17.02	
01460	Switchboard Operator/Receptionist	14.09	***
01531	Travel Clerk I	14.52	***
01532	Travel Clerk II	15.69	***
01533	Travel Clerk III	16.88	
01611	Word Processor I	15.66	***
01612	Word Processor II	17.54	
01613	Word Processor III	19.63	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.30	
05010	Automotive Electrician	19.32	
05040	Automotive Glass Installer	18.59	
05070	Automotive Worker	18.59	
05110	Mobile Equipment Servicer	16.51	
05130	Motor Equipment Metal Mechanic	20.04	
05160	Motor Equipment Metal Worker	18.59	
05190	Motor Vehicle Mechanic	21.70	
05220	Motor Vehicle Mechanic Helper	15.47	***
05250	Motor Vehicle Upholstery Worker	17.54	
05280	Motor Vehicle Wrecker	18.59	
05310	Painter, Automotive	19.32	
05340	Radiator Repair Specialist	18.59	
05370	Tire Repairer	16.56	
05400	Transmission Repair Specialist	20.04	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.52	***
07041	Cook I	12.29	***
07042	Cook II	14.19	***
07070	Dishwasher	10.62	***
07130	Food Service Worker	11.61	***
07210	Meat Cutter	15.48	***
07260	Waiter/Waitress	10.73	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	25.69	
09040	Furniture Handler	16.97	
09080	Furniture Refinisher	25.69	
09090	Furniture Refinisher Helper	20.34	
09110	Furniture Repairer, Minor	23.84	
09130	Upholsterer	18.77	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	18.18	
11060	Elevator Operator	18.18	
11090	Gardener	19.24	
11122	Housekeeping Aide	14.17	***
11150	Janitor	14.17	***
11210	Laborer, Grounds Maintenance	14.74	***
11240	Maid or Houseman	11.49	***
11260	Pruner	13.30	***
11270	Tractor Operator	17.69	

11330	Trail Maintenance Worker	14.74	***
11360	Window Cleaner	15.70	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.51	
12011	Breath Alcohol Technician	19.33	
12012	Certified Occupational Therapist Assistant	26.52	
12015	Certified Physical Therapist Assistant	26.71	
12020	Dental Assistant	20.97	
12025	Dental Hygienist	42.94	
12030	EKG Technician	29.30	
12035	Electroneurodiagnostic Technologist	29.30	
12040	Emergency Medical Technician	17.51	
12071	Licensed Practical Nurse I	17.28	
12072	Licensed Practical Nurse II	19.33	
12073	Licensed Practical Nurse III	21.55	
12100	Medical Assistant	14.59	***
12130	Medical Laboratory Technician	20.66	
12160	Medical Record Clerk	20.66	
12190	Medical Record Technician	23.11	
12195	Medical Transcriptionist	17.28	
12210	Nuclear Medicine Technologist	42.49	
12221	Nursing Assistant I	12.26	***
12222	Nursing Assistant II	13.78	***
12223	Nursing Assistant III	15.04	***
12224	Nursing Assistant IV	16.87	
12235	Optical Dispenser	19.33	
12236	Optical Technician	17.28	
12250	Pharmacy Technician	15.27	***
12280	Phlebotomist	17.28	
12305	Radiologic Technologist	29.30	
12311	Registered Nurse I	24.97	
12312	Registered Nurse II	30.54	
12313	Registered Nurse II, Specialist	30.54	
12314	Registered Nurse III	36.96	
12315	Registered Nurse III, Anesthetist	36.96	
12316	Registered Nurse IV	44.29	
12317	Scheduler (Drug and Alcohol Testing)	23.95	
12320	Substance Abuse Treatment Counselor	18.58	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	20.11	
13012	Exhibits Specialist II	27.35	
13013	Exhibits Specialist III	29.94	
13041	Illustrator I	18.65	
13042	Illustrator II	22.33	
13043	Illustrator III	27.90	
13047	Librarian	30.95	
13050	Library Aide/Clerk	13.64	***
13054	Library Information Technology Systems Administrator	23.49	
13058	Library Technician	17.49	
13061	Media Specialist I	17.03	
13062	Media Specialist II	19.04	
13063	Media Specialist III	21.24	
13071	Photographer I	17.20	
13072	Photographer II	19.24	
13073	Photographer III	23.84	
13074	Photographer IV	29.17	
13075	Photographer V	35.29	
13090	Technical Order Library Clerk	17.12	
13110	Video Teleconference Technician	17.91	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	19.10	
14042	Computer Operator II	21.37	
14043	Computer Operator III	23.82	

14044	Computer Operator IV		26.48
14045	Computer Operator V		29.32
14071	Computer Programmer I	(see 1)	22.38
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		19.10
14160	Personal Computer Support Technician		26.48
14170	System Support Specialist		29.32

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.65	
15020	Aircrew Training Devices Instructor (Rated)		37.09	
15030	Air Crew Training Devices Instructor (Pilot)		44.45	
15050	Computer Based Training Specialist / Instructor		30.65	
15060	Educational Technologist		29.33	
15070	Flight Instructor (Pilot)		44.45	
15080	Graphic Artist		25.38	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.45	
15086	Maintenance Test Pilot, Rotary Wing		44.45	
15088	Non-Maintenance Test/Co-Pilot		44.45	
15090	Technical Instructor		21.05	
15095	Technical Instructor/Course Developer		25.75	
15110	Test Proctor		17.30	
15120	Tutor		17.30	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.19	***
16030	Counter Attendant		12.19	***
16040	Dry Cleaner		13.93	***
16070	Finisher, Flatwork, Machine		12.19	***
16090	Presser, Hand		12.19	***
16110	Presser, Machine, Drycleaning		12.19	***
16130	Presser, Machine, Shirts		12.19	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.19	***
16190	Sewing Machine Operator		14.58	***
16220	Tailor		15.59	***
16250	Washer, Machine		12.77	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.12	
19040	Tool And Die Maker		31.58	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.24	
21030	Material Coordinator		24.69	
21040	Material Expediter		24.69	
21050	Material Handling Laborer		16.78	
21071	Order Filler		13.97	***
21080	Production Line Worker (Food Processing)		19.24	
21110	Shipping Packer		16.89	
21130	Shipping/Receiving Clerk		16.89	
21140	Store Worker I		15.55	***
21150	Stock Clerk		21.30	
21210	Tools And Parts Attendant		19.24	
21410	Warehouse Specialist		19.24	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		36.84	

23019	Aircraft Logs and Records Technician	29.83	
23021	Aircraft Mechanic I	35.43	
23022	Aircraft Mechanic II	36.84	
23023	Aircraft Mechanic III	38.22	
23040	Aircraft Mechanic Helper	25.45	
23050	Aircraft, Painter	33.89	
23060	Aircraft Servicer	29.83	
23070	Aircraft Survival Flight Equipment Technician	33.89	
23080	Aircraft Worker	31.97	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	31.97	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.43	
23110	Appliance Mechanic	27.12	
23120	Bicycle Repairer	22.15	
23125	Cable Splicer	40.09	
23130	Carpenter, Maintenance	28.75	
23140	Carpet Layer	25.78	
23160	Electrician, Maintenance	33.20	
23181	Electronics Technician Maintenance I	25.59	
23182	Electronics Technician Maintenance II	27.18	
23183	Electronics Technician Maintenance III	28.35	
23260	Fabric Worker	23.88	
23290	Fire Alarm System Mechanic	28.35	
23310	Fire Extinguisher Repairer	22.15	
23311	Fuel Distribution System Mechanic	28.35	
23312	Fuel Distribution System Operator	22.15	
23370	General Maintenance Worker	22.40	
23380	Ground Support Equipment Mechanic	35.43	
23381	Ground Support Equipment Servicer	29.83	
23382	Ground Support Equipment Worker	31.97	
23391	Gunsmith I	22.15	
23392	Gunsmith II	25.59	
23393	Gunsmith III	28.35	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.80	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71	
23430	Heavy Equipment Mechanic	29.70	
23440	Heavy Equipment Operator	29.34	
23460	Instrument Mechanic	28.35	
23465	Laboratory/Shelter Mechanic	27.12	
23470	Laborer	15.20	***
23510	Locksmith	27.12	
23530	Machinery Maintenance Mechanic	27.33	
23550	Machinist, Maintenance	25.68	
23580	Maintenance Trades Helper	20.37	
23591	Metrology Technician I	28.35	
23592	Metrology Technician II	29.49	
23593	Metrology Technician III	30.59	
23640	Millwright	28.35	
23710	Office Appliance Repairer	27.12	
23760	Painter, Maintenance	28.73	
23790	Pipefitter, Maintenance	32.13	
23810	Plumber, Maintenance	30.78	
23820	Pneudraulic Systems Mechanic	28.35	
23850	Rigger	28.35	
23870	Scale Mechanic	25.59	
23890	Sheet-Metal Worker, Maintenance	36.15	
23910	Small Engine Mechanic	25.59	
23931	Telecommunications Mechanic I	28.35	
23932	Telecommunications Mechanic II	29.49	
23950	Telephone Lineman	36.18	
23960	Welder, Combination, Maintenance	27.63	
23965	Well Driller	28.35	
23970	Woodcraft Worker	28.35	
23980	Woodworker	22.15	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.86	***
24570	Child Care Attendant	11.17	***
24580	Child Care Center Clerk	14.51	***

24610	Chore Aide	12.68	***
24620	Family Readiness And Support Services Coordinator	14.86	***
24630	Homemaker	16.12	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	28.35	
25040	Sewage Plant Operator	21.36	
25070	Stationary Engineer	28.35	
25190	Ventilation Equipment Tender	20.37	
25210	Water Treatment Plant Operator	21.36	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	18.72	
27007	Baggage Inspector	15.05	***
27008	Corrections Officer	18.89	
27010	Court Security Officer	20.41	
27030	Detection Dog Handler	16.84	
27040	Detention Officer	18.89	
27070	Firefighter	24.17	
27101	Guard I	15.05	***
27102	Guard II	16.84	
27131	Police Officer I	22.07	
27132	Police Officer II	24.53	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	13.70	***
28042	Carnival Equipment Repairer	14.90	***
28043	Carnival Worker	10.30	***
28210	Gate Attendant/Gate Tender	17.68	
28310	Lifeguard	15.75	***
28350	Park Attendant (Aide)	19.78	
28510	Recreation Aide/Health Facility Attendant	14.43	***
28515	Recreation Specialist	24.49	
28630	Sports Official	15.75	***
28690	Swimming Pool Operator	19.20	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.59	
29020	Hatch Tender	25.59	
29030	Line Handler	25.59	
29041	Stevedore I	23.88	
29042	Stevedore II	27.12	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.78	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.81	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.73	
30021	Archeological Technician I	18.04	
30022	Archeological Technician II	20.18	
30023	Archeological Technician III	24.76	
30030	Cartographic Technician	25.01	
30040	Civil Engineering Technician	25.17	
30051	Cryogenic Technician I	26.66	
30052	Cryogenic Technician II	29.44	
30061	Drafter/CAD Operator I	18.04	
30062	Drafter/CAD Operator II	20.18	
30063	Drafter/CAD Operator III	22.51	
30064	Drafter/CAD Operator IV	27.69	
30081	Engineering Technician I	15.54	***
30082	Engineering Technician II	19.08	
30083	Engineering Technician III	21.95	
30084	Engineering Technician IV	24.41	

30085	Engineering Technician V	29.54
30086	Engineering Technician VI	36.00
30090	Environmental Technician	22.76
30095	Evidence Control Specialist	24.07
30210	Laboratory Technician	23.98
30221	Latent Fingerprint Technician I	26.66
30222	Latent Fingerprint Technician II	29.44
30240	Mathematical Technician	25.01
30361	Paralegal/Legal Assistant I	18.62
30362	Paralegal/Legal Assistant II	23.07
30363	Paralegal/Legal Assistant III	28.22
30364	Paralegal/Legal Assistant IV	34.14
30375	Petroleum Supply Specialist	29.44
30390	Photo-Optics Technician	25.01
30395	Radiation Control Technician	29.44
30461	Technical Writer I	22.76
30462	Technical Writer II	27.85
30463	Technical Writer III	33.69
30491	Unexploded Ordnance (UXO) Technician I	26.55
30492	Unexploded Ordnance (UXO) Technician II	32.13
30493	Unexploded Ordnance (UXO) Technician III	38.51
30494	Unexploded (UXO) Safety Escort	26.55
30495	Unexploded (UXO) Sweep Personnel	26.55
30501	Weather Forecaster I	26.66
30502	Weather Forecaster II	32.42
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.51
30621	Weather Observer, Senior	(see 2) 25.01

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	32.13	
31020	Bus Aide	14.98	***
31030	Bus Driver	21.07	
31043	Driver Courier	17.98	
31260	Parking and Lot Attendant	13.52	***
31290	Shuttle Bus Driver	17.98	
31310	Taxi Driver	14.30	***
31361	Truckdriver, Light	19.55	
31362	Truckdriver, Medium	21.15	
31363	Truckdriver, Heavy	23.07	
31364	Truckdriver, Tractor-Trailer	23.07	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.66	***
99030	Cashier	11.30	***
99050	Desk Clerk	11.37	***
99095	Embalmer	30.24	
99130	Flight Follower	26.55	
99251	Laboratory Animal Caretaker I	19.33	
99252	Laboratory Animal Caretaker II	20.77	
99260	Marketing Analyst	30.52	
99310	Mortician	30.24	
99410	Pest Controller	27.24	
99510	Photofinishing Worker	13.95	***
99710	Recycling Laborer	19.36	
99711	Recycling Specialist	23.24	
99730	Refuse Collector	17.47	
99810	Sales Clerk	13.45	***
99820	School Crossing Guard	17.47	
99830	Survey Party Chief	21.44	
99831	Surveying Aide	13.33	***
99832	Surveying Technician	18.25	
99840	Vending Machine Attendant	23.24	
99841	Vending Machine Repairer	29.19	
99842	Vending Machine Repairer Helper	23.24	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5111

States/Territories. : Missouri

Revision No. : 21

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of McDonald

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.52	***
01012	Accounting Clerk II	16.30	
01013	Accounting Clerk III	18.23	
01020	Administrative Assistant	28.90	
01035	Court Reporter	17.92	
01041	Customer Service Representative I	13.69	***
01042	Customer Service Representative II	14.94	***
01043	Customer Service Representative III	16.77	
01051	Data Entry Operator I	14.53	***
01052	Data Entry Operator II	15.85	***
01060	Dispatcher, Motor Vehicle	18.38	
01070	Document Preparation Clerk	15.11	***
01090	Duplicating Machine Operator	15.11	***
01111	General Clerk I	14.28	***
01112	General Clerk II	15.58	***
01113	General Clerk III	17.48	
01120	Housing Referral Assistant	19.98	
01141	Messenger Courier	14.32	***
01191	Order Clerk I	17.27	
01192	Order Clerk II	19.60	
01261	Personnel Assistant (Employment) I	16.52	

01262	Personnel Assistant (Employment) II	18.49	
01263	Personnel Assistant (Employment) III	20.61	
01270	Production Control Clerk	23.24	
01290	Rental Clerk	14.32	***
01300	Scheduler, Maintenance	16.03	***
01311	Secretary I	16.03	***
01312	Secretary II	17.92	
01313	Secretary III	19.98	
01320	Service Order Dispatcher	16.43	
01410	Supply Technician	28.90	
01420	Survey Worker	14.90	***
01460	Switchboard Operator/Receptionist	14.08	***
01531	Travel Clerk I	13.30	***
01532	Travel Clerk II	14.42	***
01533	Travel Clerk III	15.20	***
01611	Word Processor I	14.27	***
01612	Word Processor II	16.03	***
01613	Word Processor III	17.92	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.35	
05010	Automotive Electrician	21.18	
05040	Automotive Glass Installer	19.69	
05070	Automotive Worker	19.69	
05110	Mobile Equipment Servicer	16.72	
05130	Motor Equipment Metal Mechanic	22.69	
05160	Motor Equipment Metal Worker	19.69	
05190	Motor Vehicle Mechanic	22.69	
05220	Motor Vehicle Mechanic Helper	15.19	***
05250	Motor Vehicle Upholstery Worker	18.20	
05280	Motor Vehicle Wrecker	19.69	
05310	Painter, Automotive	21.18	
05340	Radiator Repair Specialist	19.69	
05370	Tire Repairer	14.47	***
05400	Transmission Repair Specialist	22.69	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.99	***
07041	Cook I	11.77	***
07042	Cook II	13.86	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	12.46	***
07210	Meat Cutter	15.03	***
07260	Waiter/Waitress	11.01	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.13	
09040	Furniture Handler	11.57	***
09080	Furniture Refinisher	18.13	
09090	Furniture Refinisher Helper	14.25	***
09110	Furniture Repairer, Minor	15.58	***
09130	Upholsterer	18.13	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.51	***
11060	Elevator Operator	14.38	***
11090	Gardener	19.84	
11122	Housekeeping Aide	14.21	***
11150	Janitor	14.21	***
11210	Laborer, Grounds Maintenance	14.39	***
11240	Maid or Houseman	12.11	***
11260	Pruner	12.64	***
11270	Tractor Operator	18.02	
11330	Trail Maintenance Worker	14.39	***

11360	Window Cleaner	16.18	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	18.11	
12011	Breath Alcohol Technician	20.46	
12012	Certified Occupational Therapist Assistant	33.54	
12015	Certified Physical Therapist Assistant	29.31	
12020	Dental Assistant	18.32	
12025	Dental Hygienist	38.90	
12030	EKG Technician	31.01	
12035	Electroneurodiagnostic Technologist	31.01	
12040	Emergency Medical Technician	18.11	
12071	Licensed Practical Nurse I	18.29	
12072	Licensed Practical Nurse II	20.46	
12073	Licensed Practical Nurse III	22.81	
12100	Medical Assistant	14.56	***
12130	Medical Laboratory Technician	22.99	
12160	Medical Record Clerk	16.02	***
12190	Medical Record Technician	17.92	
12195	Medical Transcriptionist	15.95	***
12210	Nuclear Medicine Technologist	44.97	
12221	Nursing Assistant I	11.59	***
12222	Nursing Assistant II	13.03	***
12223	Nursing Assistant III	14.22	***
12224	Nursing Assistant IV	15.96	***
12235	Optical Dispenser	18.90	
12236	Optical Technician	18.29	
12250	Pharmacy Technician	14.95	***
12280	Phlebotomist	17.25	
12305	Radiologic Technologist	28.50	
12311	Registered Nurse I	24.72	
12312	Registered Nurse II	30.24	
12313	Registered Nurse II, Specialist	30.24	
12314	Registered Nurse III	36.58	
12315	Registered Nurse III, Anesthetist	36.58	
12316	Registered Nurse IV	43.85	
12317	Scheduler (Drug and Alcohol Testing)	25.35	
12320	Substance Abuse Treatment Counselor	25.00	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.38	
13012	Exhibits Specialist II	26.50	
13013	Exhibits Specialist III	32.41	
13041	Illustrator I	21.38	
13042	Illustrator II	26.50	
13043	Illustrator III	32.41	
13047	Librarian	29.34	
13050	Library Aide/Clerk	13.63	***
13054	Library Information Technology Systems Administrator	26.50	
13058	Library Technician	14.22	***
13061	Media Specialist I	19.11	
13062	Media Specialist II	21.38	
13063	Media Specialist III	23.84	
13071	Photographer I	16.10	***
13072	Photographer II	18.02	
13073	Photographer III	22.32	
13074	Photographer IV	27.30	
13075	Photographer V	33.65	
13090	Technical Order Library Clerk	17.11	
13110	Video Teleconference Technician	19.11	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.02	***
14042	Computer Operator II	17.61	
14043	Computer Operator III	19.64	
14044	Computer Operator IV	21.82	

14045	Computer Operator V		24.16
14071	Computer Programmer I	(see 1)	22.70
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.02 ***
14160	Personal Computer Support Technician		21.82
14170	System Support Specialist		24.58

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		31.33	
15020	Aircrew Training Devices Instructor (Rated)		37.89	
15030	Air Crew Training Devices Instructor (Pilot)		45.43	
15050	Computer Based Training Specialist / Instructor		31.33	
15060	Educational Technologist		33.14	
15070	Flight Instructor (Pilot)		45.43	
15080	Graphic Artist		23.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		45.43	
15086	Maintenance Test Pilot, Rotary Wing		45.43	
15088	Non-Maintenance Test/Co-Pilot		45.43	
15090	Technical Instructor		22.17	
15095	Technical Instructor/Course Developer		27.12	
15110	Test Proctor		17.90	
15120	Tutor		17.90	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		12.46	***
16030	Counter Attendant		12.46	***
16040	Dry Cleaner		14.28	***
16070	Finisher, Flatwork, Machine		12.46	***
16090	Presser, Hand		12.46	***
16110	Presser, Machine, Drycleaning		12.46	***
16130	Presser, Machine, Shirts		12.46	***
16160	Presser, Machine, Wearing Apparel, Laundry		12.46	***
16190	Sewing Machine Operator		14.87	***
16220	Tailor		15.46	***
16250	Washer, Machine		13.04	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		18.36	
19040	Tool And Die Maker		23.24	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.45	
21030	Material Coordinator		23.08	
21040	Material Expediter		23.08	
21050	Material Handling Laborer		14.57	***
21071	Order Filler		13.90	***
21080	Production Line Worker (Food Processing)		18.45	
21110	Shipping Packer		17.31	
21130	Shipping/Receiving Clerk		17.31	
21140	Store Worker I		11.74	***
21150	Stock Clerk		17.05	
21210	Tools And Parts Attendant		18.45	
21410	Warehouse Specialist		18.45	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		24.59	
23019	Aircraft Logs and Records Technician		18.58	

23021	Aircraft Mechanic I	23.16	
23022	Aircraft Mechanic II	24.59	
23023	Aircraft Mechanic III	26.09	
23040	Aircraft Mechanic Helper	15.57	***
23050	Aircraft, Painter	21.62	
23060	Aircraft Servicer	18.58	
23070	Aircraft Survival Flight Equipment Technician	21.62	
23080	Aircraft Worker	20.10	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	20.10	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	23.16	
23110	Appliance Mechanic	20.36	
23120	Bicycle Repairer	16.67	
23125	Cable Splicer	35.08	
23130	Carpenter, Maintenance	18.85	
23140	Carpet Layer	20.20	
23160	Electrician, Maintenance	19.87	
23181	Electronics Technician Maintenance I	20.20	
23182	Electronics Technician Maintenance II	21.73	
23183	Electronics Technician Maintenance III	23.27	
23260	Fabric Worker	18.67	
23290	Fire Alarm System Mechanic	20.40	
23310	Fire Extinguisher Repairer	17.14	
23311	Fuel Distribution System Mechanic	32.02	
23312	Fuel Distribution System Operator	23.59	
23370	General Maintenance Worker	18.92	
23380	Ground Support Equipment Mechanic	23.16	
23381	Ground Support Equipment Servicer	18.58	
23382	Ground Support Equipment Worker	20.10	
23391	Gunsmith I	17.14	
23392	Gunsmith II	20.20	
23393	Gunsmith III	23.27	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.42	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.80	
23430	Heavy Equipment Mechanic	22.68	
23440	Heavy Equipment Operator	18.88	
23460	Instrument Mechanic	23.27	
23465	Laboratory/Shelter Mechanic	21.73	
23470	Laborer	14.57	***
23510	Locksmith	21.73	
23530	Machinery Maintenance Mechanic	24.08	
23550	Machinist, Maintenance	20.83	
23580	Maintenance Trades Helper	14.12	***
23591	Metrology Technician I	23.27	
23592	Metrology Technician II	24.71	
23593	Metrology Technician III	26.21	
23640	Millwright	23.28	
23710	Office Appliance Repairer	18.88	
23760	Painter, Maintenance	18.58	
23790	Pipefitter, Maintenance	26.04	
23810	Plumber, Maintenance	23.07	
23820	Pneudraulic Systems Mechanic	23.27	
23850	Rigger	23.27	
23870	Scale Mechanic	20.20	
23890	Sheet-Metal Worker, Maintenance	18.26	
23910	Small Engine Mechanic	19.21	
23931	Telecommunications Mechanic I	25.89	
23932	Telecommunications Mechanic II	27.49	
23950	Telephone Lineman	32.63	
23960	Welder, Combination, Maintenance	18.68	
23965	Well Driller	23.27	
23970	Woodcraft Worker	23.27	
23980	Woodworker	17.14	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.29	***
24570	Child Care Attendant	11.22	***
24580	Child Care Center Clerk	13.99	***
24610	Chore Aide	12.38	***

24620	Family Readiness And Support Services Coordinator	15.29	***
24630	Homemaker	16.80	

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	23.56	
25040	Sewage Plant Operator	19.58	
25070	Stationary Engineer	23.56	
25190	Ventilation Equipment Tender	15.83	***
25210	Water Treatment Plant Operator	19.58	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.67	
27007	Baggage Inspector	13.23	***
27008	Corrections Officer	18.37	
27010	Court Security Officer	18.67	
27030	Detection Dog Handler	16.84	
27040	Detention Officer	18.37	
27070	Firefighter	18.68	
27101	Guard I	13.23	***
27102	Guard II	16.84	
27131	Police Officer I	20.59	
27132	Police Officer II	22.88	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.36	
28042	Carnival Equipment Repairer	17.97	
28043	Carnival Worker	11.48	***
28210	Gate Attendant/Gate Tender	14.23	***
28310	Lifeguard	11.75	***
28350	Park Attendant (Aide)	15.92	***
28510	Recreation Aide/Health Facility Attendant	11.62	***
28515	Recreation Specialist	19.72	
28630	Sports Official	12.68	***
28690	Swimming Pool Operator	21.14	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.97	
29020	Hatch Tender	21.97	
29030	Line Handler	21.97	
29041	Stevedore I	21.32	
29042	Stevedore II	23.58	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.89	
30022	Archeological Technician II	20.36	
30023	Archeological Technician III	25.22	
30030	Cartographic Technician	25.22	
30040	Civil Engineering Technician	25.98	
30051	Cryogenic Technician I	27.45	
30052	Cryogenic Technician II	30.32	
30061	Drafter/CAD Operator I	17.89	
30062	Drafter/CAD Operator II	20.36	
30063	Drafter/CAD Operator III	22.70	
30064	Drafter/CAD Operator IV	27.94	
30081	Engineering Technician I	14.99	***
30082	Engineering Technician II	17.40	
30083	Engineering Technician III	21.04	
30084	Engineering Technician IV	26.07	
30085	Engineering Technician V	31.89	

30086	Engineering Technician VI	38.58
30090	Environmental Technician	25.22
30095	Evidence Control Specialist	24.78
30210	Laboratory Technician	20.64
30221	Latent Fingerprint Technician I	27.45
30222	Latent Fingerprint Technician II	30.32
30240	Mathematical Technician	25.22
30361	Paralegal/Legal Assistant I	18.70
30362	Paralegal/Legal Assistant II	23.16
30363	Paralegal/Legal Assistant III	28.33
30364	Paralegal/Legal Assistant IV	34.28
30375	Petroleum Supply Specialist	30.32
30390	Photo-Optics Technician	25.22
30395	Radiation Control Technician	30.32
30461	Technical Writer I	26.07
30462	Technical Writer II	31.89
30463	Technical Writer III	38.58
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	27.45
30502	Weather Forecaster II	33.39
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.70
30621	Weather Observer, Senior	(see 2) 24.78

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.28	***
31030	Bus Driver	20.35	
31043	Driver Courier	14.29	***
31260	Parking and Lot Attendant	10.99	***
31290	Shuttle Bus Driver	15.41	***
31310	Taxi Driver	11.51	***
31361	Truckdriver, Light	15.42	***
31362	Truckdriver, Medium	16.89	
31363	Truckdriver, Heavy	26.33	
31364	Truckdriver, Tractor-Trailer	26.33	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.57	***
99050	Desk Clerk	11.51	***
99095	Embalmer	24.24	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.99	***
99252	Laboratory Animal Caretaker II	15.40	***
99260	Marketing Analyst	39.17	
99310	Mortician	24.24	
99410	Pest Controller	19.34	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	19.39	
99711	Recycling Specialist	24.26	
99730	Refuse Collector	17.03	
99810	Sales Clerk	12.63	***
99820	School Crossing Guard	13.30	***
99830	Survey Party Chief	21.38	
99831	Surveying Aide	12.37	***
99832	Surveying Technician	20.47	
99840	Vending Machine Attendant	18.90	
99841	Vending Machine Repairer	24.33	
99842	Vending Machine Repairer Helper	18.96	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5389

States/Territories. : Montana

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carbon, Golden Valley, Yellowstone

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.88	***
01012	Accounting Clerk II	17.83	
01013	Accounting Clerk III	19.04	
01020	Administrative Assistant	28.13	
01035	Court Reporter	19.62	
01041	Customer Service Representative I	14.63	***
01042	Customer Service Representative II	15.96	***
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	14.09	***
01052	Data Entry Operator II	15.37	***
01060	Dispatcher, Motor Vehicle	21.27	
01070	Document Preparation Clerk	15.62	***
01090	Duplicating Machine Operator	15.62	***
01111	General Clerk I	14.72	***
01112	General Clerk II	16.06	***
01113	General Clerk III	18.02	
01120	Housing Referral Assistant	21.88	
01141	Messenger Courier	14.10	***
01191	Order Clerk I	14.41	***
01192	Order Clerk II	15.73	***
01261	Personnel Assistant (Employment) I	16.71	

01262	Personnel Assistant (Employment) II	18.68	
01263	Personnel Assistant (Employment) III	20.82	
01270	Production Control Clerk	28.53	
01290	Rental Clerk	18.28	
01300	Scheduler, Maintenance	17.53	
01311	Secretary I	17.53	
01312	Secretary II	19.62	
01313	Secretary III	21.88	
01320	Service Order Dispatcher	19.01	
01410	Supply Technician	28.13	
01420	Survey Worker	18.13	
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	13.33	***
01532	Travel Clerk II	14.28	***
01533	Travel Clerk III	15.22	***
01611	Word Processor I	15.62	***
01612	Word Processor II	17.53	
01613	Word Processor III	19.62	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	23.28	
05010	Automotive Electrician	21.90	
05040	Automotive Glass Installer	20.39	
05070	Automotive Worker	20.39	
05110	Mobile Equipment Servicer	17.65	
05130	Motor Equipment Metal Mechanic	23.38	
05160	Motor Equipment Metal Worker	20.39	
05190	Motor Vehicle Mechanic	23.38	
05220	Motor Vehicle Mechanic Helper	16.24	
05250	Motor Vehicle Upholstery Worker	19.03	
05280	Motor Vehicle Wrecker	20.39	
05310	Painter, Automotive	21.90	
05340	Radiator Repair Specialist	20.39	
05370	Tire Repairer	14.78	***
05400	Transmission Repair Specialist	23.38	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.14	***
07041	Cook I	14.66	***
07042	Cook II	16.93	
07070	Dishwasher	11.24	***
07130	Food Service Worker	12.19	***
07210	Meat Cutter	15.03	***
07260	Waiter/Waitress	10.02	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	20.60	
09040	Furniture Handler	13.59	***
09080	Furniture Refinisher	20.60	
09090	Furniture Refinisher Helper	15.37	***
09110	Furniture Repairer, Minor	17.91	
09130	Upholsterer	20.60	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.62	***
11060	Elevator Operator	15.13	***
11090	Gardener	20.21	
11122	Housekeeping Aide	15.13	***
11150	Janitor	15.13	***
11210	Laborer, Grounds Maintenance	15.35	***
11240	Maid or Houseman	12.80	***
11260	Pruner	13.70	***
11270	Tractor Operator	18.59	
11330	Trail Maintenance Worker	15.35	***

11360	Window Cleaner	17.12
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.70	
12011	Breath Alcohol Technician	20.70	
12012	Certified Occupational Therapist Assistant	28.41	
12015	Certified Physical Therapist Assistant	27.21	
12020	Dental Assistant	19.67	
12025	Dental Hygienist	38.27	
12030	EKG Technician	31.38	
12035	Electroneurodiagnostic Technologist	31.38	
12040	Emergency Medical Technician	20.70	
12071	Licensed Practical Nurse I	18.51	
12072	Licensed Practical Nurse II	20.70	
12073	Licensed Practical Nurse III	23.08	
12100	Medical Assistant	18.30	
12130	Medical Laboratory Technician	27.61	
12160	Medical Record Clerk	20.66	
12190	Medical Record Technician	23.11	
12195	Medical Transcriptionist	18.51	
12210	Nuclear Medicine Technologist	45.51	
12221	Nursing Assistant I	11.99	***
12222	Nursing Assistant II	13.47	***
12223	Nursing Assistant III	14.70	***
12224	Nursing Assistant IV	16.51	
12235	Optical Dispenser	21.31	
12236	Optical Technician	18.51	
12250	Pharmacy Technician	18.52	
12280	Phlebotomist	16.04	***
12305	Radiologic Technologist	29.38	
12311	Registered Nurse I	24.37	
12312	Registered Nurse II	29.81	
12313	Registered Nurse II, Specialist	29.81	
12314	Registered Nurse III	36.06	
12315	Registered Nurse III, Anesthetist	36.06	
12316	Registered Nurse IV	43.23	
12317	Scheduler (Drug and Alcohol Testing)	25.65	
12320	Substance Abuse Treatment Counselor	23.12	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	23.05	
13012	Exhibits Specialist II	28.56	
13013	Exhibits Specialist III	34.94	
13041	Illustrator I	23.05	
13042	Illustrator II	28.56	
13043	Illustrator III	34.94	
13047	Librarian	31.63	
13050	Library Aide/Clerk	18.35	
13054	Library Information Technology Systems Administrator	28.56	
13058	Library Technician	19.86	
13061	Media Specialist I	20.61	
13062	Media Specialist II	23.05	
13063	Media Specialist III	25.70	
13071	Photographer I	20.61	
13072	Photographer II	23.05	
13073	Photographer III	28.56	
13074	Photographer IV	34.94	
13075	Photographer V	42.27	
13090	Technical Order Library Clerk	23.05	
13110	Video Teleconference Technician	19.93	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	18.45	
14042	Computer Operator II	20.64	
14043	Computer Operator III	23.01	
14044	Computer Operator IV	25.58	

14045	Computer Operator V		28.32
14071	Computer Programmer I	(see 1)	21.02
14072	Computer Programmer II	(see 1)	26.05
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		18.45
14160	Personal Computer Support Technician		25.58
14170	System Support Specialist		32.29

9. Instructional Occupations

Code	Title	Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)	29.19	
15020	Aircrew Training Devices Instructor (Rated)	35.31	
15030	Air Crew Training Devices Instructor (Pilot)	42.15	
15050	Computer Based Training Specialist / Instructor	29.19	
15060	Educational Technologist	29.07	
15070	Flight Instructor (Pilot)	42.15	
15080	Graphic Artist	21.38	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.15	
15086	Maintenance Test Pilot, Rotary Wing	42.15	
15088	Non-Maintenance Test/Co-Pilot	42.15	
15090	Technical Instructor	24.83	
15095	Technical Instructor/Course Developer	30.37	
15110	Test Proctor	20.04	
15120	Tutor	20.04	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title	Rate	Note
16010	Assembler	10.06	***
16030	Counter Attendant	10.06	***
16040	Dry Cleaner	11.89	***
16070	Finisher, Flatwork, Machine	10.06	***
16090	Presser, Hand	10.06	***
16110	Presser, Machine, Drycleaning	10.06	***
16130	Presser, Machine, Shirts	10.06	***
16160	Presser, Machine, Wearing Apparel, Laundry	10.06	***
16190	Sewing Machine Operator	12.68	***
16220	Tailor	13.50	***
16250	Washer, Machine	10.54	***

11. Machine Tool Operation And Repair Occupations

Code	Title	Rate	Note
19010	Machine-Tool Operator (Tool Room)	26.41	
19040	Tool And Die Maker	32.71	

12. Materials Handling And Packing Occupations

Code	Title	Rate	Note
21020	Forklift Operator	19.08	
21030	Material Coordinator	28.53	
21040	Material Expediter	28.53	
21050	Material Handling Laborer	14.79	***
21071	Order Filler	14.48	***
21080	Production Line Worker (Food Processing)	19.08	
21110	Shipping Packer	17.83	
21130	Shipping/Receiving Clerk	17.83	
21140	Store Worker I	13.02	***
21150	Stock Clerk	18.52	
21210	Tools And Parts Attendant	19.08	
21410	Warehouse Specialist	19.08	

13. Mechanics And Maintenance And Repair Occupations

Code	Title	Rate	Note
23010	Aerospace Structural Welder	31.03	
23019	Aircraft Logs and Records Technician	23.86	

23021	Aircraft Mechanic I	29.31	
23022	Aircraft Mechanic II	31.03	
23023	Aircraft Mechanic III	32.82	
23040	Aircraft Mechanic Helper	20.36	
23050	Aircraft, Painter	27.45	
23060	Aircraft Servicer	23.86	
23070	Aircraft Survival Flight Equipment Technician	27.45	
23080	Aircraft Worker	25.56	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.56	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.31	
23110	Appliance Mechanic	26.41	
23120	Bicycle Repairer	21.29	
23125	Cable Splicer	47.81	
23130	Carpenter, Maintenance	22.57	
23140	Carpet Layer	24.60	
23160	Electrician, Maintenance	32.55	
23181	Electronics Technician Maintenance I	26.94	
23182	Electronics Technician Maintenance II	28.93	
23183	Electronics Technician Maintenance III	30.89	
23260	Fabric Worker	22.96	
23290	Fire Alarm System Mechanic	25.93	
23310	Fire Extinguisher Repairer	21.29	
23311	Fuel Distribution System Mechanic	31.25	
23312	Fuel Distribution System Operator	23.60	
23370	General Maintenance Worker	18.36	
23380	Ground Support Equipment Mechanic	29.31	
23381	Ground Support Equipment Servicer	23.86	
23382	Ground Support Equipment Worker	25.56	
23391	Gunsmith I	21.29	
23392	Gunsmith II	24.60	
23393	Gunsmith III	28.20	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.20	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.85	
23430	Heavy Equipment Mechanic	29.22	
23440	Heavy Equipment Operator	25.76	
23460	Instrument Mechanic	28.20	
23465	Laboratory/Shelter Mechanic	26.41	
23470	Laborer	14.79	***
23510	Locksmith	26.41	
23530	Machinery Maintenance Mechanic	28.83	
23550	Machinist, Maintenance	23.18	
23580	Maintenance Trades Helper	16.70	
23591	Metrology Technician I	28.20	
23592	Metrology Technician II	29.85	
23593	Metrology Technician III	31.58	
23640	Millwright	28.20	
23710	Office Appliance Repairer	20.51	
23760	Painter, Maintenance	19.96	
23790	Pipefitter, Maintenance	36.69	
23810	Plumber, Maintenance	32.55	
23820	Pneudraulic Systems Mechanic	28.20	
23850	Rigger	28.20	
23870	Scale Mechanic	24.60	
23890	Sheet-Metal Worker, Maintenance	29.09	
23910	Small Engine Mechanic	24.60	
23931	Telecommunications Mechanic I	26.62	
23932	Telecommunications Mechanic II	28.18	
23950	Telephone Lineman	27.01	
23960	Welder, Combination, Maintenance	22.95	
23965	Well Driller	28.46	
23970	Woodcraft Worker	28.20	
23980	Woodworker	21.29	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.73	***
24570	Child Care Attendant	11.33	***
24580	Child Care Center Clerk	14.13	***
24610	Chore Aide	13.30	***

24620	Family Readiness And Support Services Coordinator	15.73	***
24630	Homemaker	15.73	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.89	
25040	Sewage Plant Operator	26.00	
25070	Stationary Engineer	30.89	
25190	Ventilation Equipment Tender	21.45	
25210	Water Treatment Plant Operator	26.00	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.04	
27007	Baggage Inspector	15.47	***
27008	Corrections Officer	26.36	
27010	Court Security Officer	28.03	
27030	Detection Dog Handler	17.31	
27040	Detention Officer	26.36	
27070	Firefighter	31.11	
27101	Guard I	15.47	***
27102	Guard II	17.31	
27131	Police Officer I	28.56	
27132	Police Officer II	31.74	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.16	***
28042	Carnival Equipment Repairer	16.47	
28043	Carnival Worker	11.06	***
28210	Gate Attendant/Gate Tender	16.32	
28310	Lifeguard	14.54	***
28350	Park Attendant (Aide)	18.26	
28510	Recreation Aide/Health Facility Attendant	13.32	***
28515	Recreation Specialist	22.62	
28630	Sports Official	14.54	***
28690	Swimming Pool Operator	19.03	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	34.21	
29020	Hatch Tender	34.21	
29030	Line Handler	34.21	
29041	Stevedore I	32.58	
29042	Stevedore II	37.51	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.68	
30022	Archeological Technician II	18.65	
30023	Archeological Technician III	23.11	
30030	Cartographic Technician	23.11	
30040	Civil Engineering Technician	21.24	
30051	Cryogenic Technician I	25.59	
30052	Cryogenic Technician II	28.27	
30061	Drafter/CAD Operator I	16.68	
30062	Drafter/CAD Operator II	18.65	
30063	Drafter/CAD Operator III	20.79	
30064	Drafter/CAD Operator IV	25.59	
30081	Engineering Technician I	14.85	***
30082	Engineering Technician II	16.68	
30083	Engineering Technician III	18.65	
30084	Engineering Technician IV	23.11	
30085	Engineering Technician V	28.27	

30086	Engineering Technician VI	34.21
30090	Environmental Technician	26.38
30095	Evidence Control Specialist	23.11
30210	Laboratory Technician	24.75
30221	Latent Fingerprint Technician I	25.59
30222	Latent Fingerprint Technician II	28.27
30240	Mathematical Technician	23.11
30361	Paralegal/Legal Assistant I	20.34
30362	Paralegal/Legal Assistant II	25.20
30363	Paralegal/Legal Assistant III	30.83
30364	Paralegal/Legal Assistant IV	37.30
30375	Petroleum Supply Specialist	28.27
30390	Photo-Optics Technician	23.11
30395	Radiation Control Technician	28.27
30461	Technical Writer I	23.11
30462	Technical Writer II	28.27
30463	Technical Writer III	34.21
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	25.59
30502	Weather Forecaster II	31.13
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.79
30621	Weather Observer, Senior	(see 2) 23.11

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	15.93	***
31030	Bus Driver	23.63	
31043	Driver Courier	16.02	***
31260	Parking and Lot Attendant	14.61	***
31290	Shuttle Bus Driver	15.81	***
31310	Taxi Driver	12.98	***
31361	Truckdriver, Light	17.41	
31362	Truckdriver, Medium	20.42	
31363	Truckdriver, Heavy	24.42	
31364	Truckdriver, Tractor-Trailer	24.42	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.51	***
99050	Desk Clerk	12.57	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.47	***
99252	Laboratory Animal Caretaker II	15.73	***
99260	Marketing Analyst	28.97	
99310	Mortician	26.22	
99410	Pest Controller	23.76	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	23.10	
99711	Recycling Specialist	27.97	
99730	Refuse Collector	20.42	
99810	Sales Clerk	14.43	***
99820	School Crossing Guard	15.40	***
99830	Survey Party Chief	29.85	
99831	Surveying Aide	18.54	
99832	Surveying Technician	25.20	
99840	Vending Machine Attendant	20.07	
99841	Vending Machine Repairer	25.20	
99842	Vending Machine Repairer Helper	20.07	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5391

States/Territories. : Montana

Revision No. : 18

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana County of Cascade

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.07	***
01012	Accounting Clerk II	15.79	***
01013	Accounting Clerk III	17.67	
01020	Administrative Assistant	23.51	
01035	Court Reporter	18.32	
01041	Customer Service Representative I	13.27	***
01042	Customer Service Representative II	14.48	***
01043	Customer Service Representative III	16.25	
01051	Data Entry Operator I	13.85	***
01052	Data Entry Operator II	15.11	***
01060	Dispatcher, Motor Vehicle	18.29	
01070	Document Preparation Clerk	15.48	***
01090	Duplicating Machine Operator	15.48	***
01111	General Clerk I	13.90	***
01112	General Clerk II	15.16	***
01113	General Clerk III	17.02	
01120	Housing Referral Assistant	20.26	
01141	Messenger Courier	11.79	***
01191	Order Clerk I	13.26	***
01192	Order Clerk II	14.47	***
01261	Personnel Assistant (Employment) I	16.24	

01262	Personnel Assistant (Employment) II	18.17	
01263	Personnel Assistant (Employment) III	20.26	
01270	Production Control Clerk	29.07	
01290	Rental Clerk	14.30	***
01300	Scheduler, Maintenance	16.24	
01311	Secretary I	16.24	
01312	Secretary II	18.17	
01313	Secretary III	20.26	
01320	Service Order Dispatcher	16.61	
01410	Supply Technician	23.51	
01420	Survey Worker	17.48	
01460	Switchboard Operator/Receptionist	13.37	***
01531	Travel Clerk I	13.33	***
01532	Travel Clerk II	14.28	***
01533	Travel Clerk III	15.22	***
01611	Word Processor I	14.47	***
01612	Word Processor II	16.24	
01613	Word Processor III	18.17	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.24	
05010	Automotive Electrician	19.45	
05040	Automotive Glass Installer	18.11	
05070	Automotive Worker	18.11	
05110	Mobile Equipment Servicer	15.68	***
05130	Motor Equipment Metal Mechanic	20.77	
05160	Motor Equipment Metal Worker	18.11	
05190	Motor Vehicle Mechanic	20.77	
05220	Motor Vehicle Mechanic Helper	14.42	***
05250	Motor Vehicle Upholstery Worker	16.91	
05280	Motor Vehicle Wrecker	18.11	
05310	Painter, Automotive	19.45	
05340	Radiator Repair Specialist	18.11	
05370	Tire Repairer	17.23	
05400	Transmission Repair Specialist	20.77	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.33	***
07041	Cook I	13.67	***
07042	Cook II	15.80	***
07070	Dishwasher	11.24	***
07130	Food Service Worker	11.45	***
07210	Meat Cutter	16.12	***
07260	Waiter/Waitress	9.55	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	23.38	
09040	Furniture Handler	16.45	
09080	Furniture Refinisher	23.38	
09090	Furniture Refinisher Helper	19.04	
09110	Furniture Repairer, Minor	22.30	
09130	Upholsterer	23.38	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.16	***
11060	Elevator Operator	13.63	***
11090	Gardener	21.57	
11122	Housekeeping Aide	13.69	***
11150	Janitor	13.69	***
11210	Laborer, Grounds Maintenance	16.38	
11240	Maid or Houseman	12.71	***
11260	Pruner	14.48	***
11270	Tractor Operator	19.84	
11330	Trail Maintenance Worker	16.38	

11360	Window Cleaner	15.48	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	20.12	
12011	Breath Alcohol Technician	20.12	
12012	Certified Occupational Therapist Assistant	27.59	
12015	Certified Physical Therapist Assistant	28.16	
12020	Dental Assistant	17.77	
12025	Dental Hygienist	36.77	
12030	EKG Technician	30.47	
12035	Electroneurodiagnostic Technologist	30.47	
12040	Emergency Medical Technician	20.12	
12071	Licensed Practical Nurse I	17.98	
12072	Licensed Practical Nurse II	20.12	
12073	Licensed Practical Nurse III	22.42	
12100	Medical Assistant	17.48	
12130	Medical Laboratory Technician	20.63	
12160	Medical Record Clerk	19.46	
12190	Medical Record Technician	21.78	
12195	Medical Transcriptionist	17.98	
12210	Nuclear Medicine Technologist	44.20	
12221	Nursing Assistant I	11.96	***
12222	Nursing Assistant II	13.44	***
12223	Nursing Assistant III	14.66	***
12224	Nursing Assistant IV	16.46	
12235	Optical Dispenser	16.98	
12236	Optical Technician	17.98	
12250	Pharmacy Technician	17.48	
12280	Phlebotomist	16.56	
12305	Radiologic Technologist	28.50	
12311	Registered Nurse I	24.92	
12312	Registered Nurse II	30.47	
12313	Registered Nurse II, Specialist	30.47	
12314	Registered Nurse III	36.88	
12315	Registered Nurse III, Anesthetist	36.88	
12316	Registered Nurse IV	44.20	
12317	Scheduler (Drug and Alcohol Testing)	24.92	
12320	Substance Abuse Treatment Counselor	22.55	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.25	
13012	Exhibits Specialist II	23.84	
13013	Exhibits Specialist III	29.17	
13041	Illustrator I	19.25	
13042	Illustrator II	23.84	
13043	Illustrator III	29.17	
13047	Librarian	25.64	
13050	Library Aide/Clerk	14.81	***
13054	Library Information Technology Systems Administrator	23.14	
13058	Library Technician	13.81	***
13061	Media Specialist I	16.91	
13062	Media Specialist II	18.67	
13063	Media Specialist III	20.85	
13071	Photographer I	17.20	
13072	Photographer II	19.25	
13073	Photographer III	23.84	
13074	Photographer IV	29.17	
13075	Photographer V	35.28	
13090	Technical Order Library Clerk	19.04	
13110	Video Teleconference Technician	17.20	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	12.91	***
14042	Computer Operator II	14.44	***
14043	Computer Operator III	16.10	***
14044	Computer Operator IV	17.93	

14045	Computer Operator V		19.82
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		12.91 ***
14160	Personal Computer Support Technician		17.93
14170	System Support Specialist		19.82

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.79	
15020	Aircrew Training Devices Instructor (Rated)		37.26	
15030	Air Crew Training Devices Instructor (Pilot)		44.66	
15050	Computer Based Training Specialist / Instructor		30.79	
15060	Educational Technologist		20.72	
15070	Flight Instructor (Pilot)		44.66	
15080	Graphic Artist		18.83	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.66	
15086	Maintenance Test Pilot, Rotary Wing		44.66	
15088	Non-Maintenance Test/Co-Pilot		44.66	
15090	Technical Instructor		21.10	
15095	Technical Instructor/Course Developer		25.81	
15110	Test Proctor		17.04	
15120	Tutor		17.04	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.06	***
16030	Counter Attendant		10.06	***
16040	Dry Cleaner		11.89	***
16070	Finisher, Flatwork, Machine		10.06	***
16090	Presser, Hand		10.06	***
16110	Presser, Machine, Drycleaning		10.06	***
16130	Presser, Machine, Shirts		10.06	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.06	***
16190	Sewing Machine Operator		12.68	***
16220	Tailor		13.50	***
16250	Washer, Machine		10.54	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		27.66	
19040	Tool And Die Maker		34.26	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		17.57	
21030	Material Coordinator		29.07	
21040	Material Expediter		29.07	
21050	Material Handling Laborer		14.36	***
21071	Order Filler		14.29	***
21080	Production Line Worker (Food Processing)		17.57	
21110	Shipping Packer		17.66	
21130	Shipping/Receiving Clerk		17.66	
21140	Store Worker I		13.02	***
21150	Stock Clerk		18.52	
21210	Tools And Parts Attendant		17.57	
21410	Warehouse Specialist		17.57	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		35.28	
23019	Aircraft Logs and Records Technician		27.12	

23021	Aircraft Mechanic I	33.32	
23022	Aircraft Mechanic II	35.28	
23023	Aircraft Mechanic III	37.31	
23040	Aircraft Mechanic Helper	23.14	
23050	Aircraft, Painter	31.21	
23060	Aircraft Servicer	27.12	
23070	Aircraft Survival Flight Equipment Technician	31.21	
23080	Aircraft Worker	29.06	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.06	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.32	
23110	Appliance Mechanic	27.66	
23120	Bicycle Repairer	22.30	
23125	Cable Splicer	39.28	
23130	Carpenter, Maintenance	21.61	
23140	Carpet Layer	25.76	
23160	Electrician, Maintenance	28.96	
23181	Electronics Technician Maintenance I	25.76	
23182	Electronics Technician Maintenance II	27.66	
23183	Electronics Technician Maintenance III	29.54	
23260	Fabric Worker	24.04	
23290	Fire Alarm System Mechanic	29.54	
23310	Fire Extinguisher Repairer	22.30	
23311	Fuel Distribution System Mechanic	29.54	
23312	Fuel Distribution System Operator	22.30	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	33.32	
23381	Ground Support Equipment Servicer	27.12	
23382	Ground Support Equipment Worker	29.06	
23391	Gunsmith I	22.30	
23392	Gunsmith II	25.76	
23393	Gunsmith III	29.54	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.11	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.71	
23430	Heavy Equipment Mechanic	31.58	
23440	Heavy Equipment Operator	29.90	
23460	Instrument Mechanic	29.54	
23465	Laboratory/Shelter Mechanic	27.66	
23470	Laborer	14.29	***
23510	Locksmith	27.66	
23530	Machinery Maintenance Mechanic	33.16	
23550	Machinist, Maintenance	29.54	
23580	Maintenance Trades Helper	18.89	
23591	Metrology Technician I	29.54	
23592	Metrology Technician II	31.27	
23593	Metrology Technician III	33.08	
23640	Millwright	29.54	
23710	Office Appliance Repairer	27.66	
23760	Painter, Maintenance	24.16	
23790	Pipefitter, Maintenance	29.88	
23810	Plumber, Maintenance	27.97	
23820	Pneudraulic Systems Mechanic	29.54	
23850	Rigger	29.54	
23870	Scale Mechanic	25.76	
23890	Sheet-Metal Worker, Maintenance	27.40	
23910	Small Engine Mechanic	25.76	
23931	Telecommunications Mechanic I	29.54	
23932	Telecommunications Mechanic II	31.27	
23950	Telephone Lineman	29.54	
23960	Welder, Combination, Maintenance	23.64	
23965	Well Driller	29.54	
23970	Woodcraft Worker	29.54	
23980	Woodworker	22.30	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	13.82	***
24570	Child Care Attendant	11.50	***
24580	Child Care Center Clerk	14.34	***
24610	Chore Aide	13.21	***

24620	Family Readiness And Support Services Coordinator	13.82	***
24630	Homemaker	14.41	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	29.54	
25040	Sewage Plant Operator	25.23	
25070	Stationary Engineer	29.54	
25190	Ventilation Equipment Tender	20.52	
25210	Water Treatment Plant Operator	24.78	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	15.67	***
27007	Baggage Inspector	14.00	***
27008	Corrections Officer	24.63	
27010	Court Security Officer	24.63	
27030	Detection Dog Handler	15.67	***
27040	Detention Officer	24.63	
27070	Firefighter	24.63	
27101	Guard I	14.00	***
27102	Guard II	15.67	***
27131	Police Officer I	29.89	
27132	Police Officer II	33.21	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	15.80	***
28042	Carnival Equipment Repairer	17.17	
28043	Carnival Worker	11.53	***
28210	Gate Attendant/Gate Tender	16.61	
28310	Lifeguard	11.90	***
28350	Park Attendant (Aide)	18.59	
28510	Recreation Aide/Health Facility Attendant	13.56	***
28515	Recreation Specialist	20.19	
28630	Sports Official	14.80	***
28690	Swimming Pool Operator	22.77	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	25.76	
29020	Hatch Tender	25.76	
29030	Line Handler	25.76	
29041	Stevedore I	24.04	
29042	Stevedore II	27.66	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.19	***
30022	Archeological Technician II	18.62	
30023	Archeological Technician III	22.43	
30030	Cartographic Technician	22.86	
30040	Civil Engineering Technician	21.97	
30051	Cryogenic Technician I	24.44	
30052	Cryogenic Technician II	26.99	
30061	Drafter/CAD Operator I	16.19	***
30062	Drafter/CAD Operator II	18.44	
30063	Drafter/CAD Operator III	20.47	
30064	Drafter/CAD Operator IV	24.86	
30081	Engineering Technician I	14.18	***
30082	Engineering Technician II	15.92	***
30083	Engineering Technician III	17.82	
30084	Engineering Technician IV	22.06	
30085	Engineering Technician V	26.99	

30086	Engineering Technician VI	32.65
30090	Environmental Technician	21.80
30095	Evidence Control Specialist	22.06
30210	Laboratory Technician	19.85
30221	Latent Fingerprint Technician I	24.44
30222	Latent Fingerprint Technician II	26.99
30240	Mathematical Technician	22.06
30361	Paralegal/Legal Assistant I	20.74
30362	Paralegal/Legal Assistant II	25.67
30363	Paralegal/Legal Assistant III	31.41
30364	Paralegal/Legal Assistant IV	37.99
30375	Petroleum Supply Specialist	26.99
30390	Photo-Optics Technician	22.06
30395	Radiation Control Technician	26.99
30461	Technical Writer I	22.06
30462	Technical Writer II	26.99
30463	Technical Writer III	32.65
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	24.86
30502	Weather Forecaster II	30.24
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.47
30621	Weather Observer, Senior	(see 2) 22.06

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	14.47	***
31030	Bus Driver	20.52	
31043	Driver Courier	15.58	***
31260	Parking and Lot Attendant	12.82	***
31290	Shuttle Bus Driver	14.89	***
31310	Taxi Driver	13.88	***
31361	Truckdriver, Light	16.93	
31362	Truckdriver, Medium	19.67	
31363	Truckdriver, Heavy	23.38	
31364	Truckdriver, Tractor-Trailer	23.38	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	10.93	***
99050	Desk Clerk	11.14	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.22	***
99252	Laboratory Animal Caretaker II	14.37	***
99260	Marketing Analyst	28.25	
99310	Mortician	26.22	
99410	Pest Controller	23.76	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.74	
99711	Recycling Specialist	20.28	
99730	Refuse Collector	14.80	***
99810	Sales Clerk	13.12	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	24.67	
99831	Surveying Aide	15.32	***
99832	Surveying Technician	20.83	
99840	Vending Machine Attendant	20.28	
99841	Vending Machine Repairer	25.46	
99842	Vending Machine Repairer Helper	20.28	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5393

States/Territories. : Montana

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana County of Missoula

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.62	***
01012	Accounting Clerk II	17.53	
01013	Accounting Clerk III	19.62	
01020	Administrative Assistant	26.99	
01035	Court Reporter	19.55	
01041	Customer Service Representative I	14.81	***
01042	Customer Service Representative II	16.15	***
01043	Customer Service Representative III	18.13	
01051	Data Entry Operator I	14.16	***
01052	Data Entry Operator II	15.45	***
01060	Dispatcher, Motor Vehicle	18.30	
01070	Document Preparation Clerk	15.56	***
01090	Duplicating Machine Operator	15.56	***
01111	General Clerk I	14.15	***
01112	General Clerk II	15.43	***
01113	General Clerk III	17.34	
01120	Housing Referral Assistant	21.78	
01141	Messenger Courier	12.68	***
01191	Order Clerk I	13.86	***
01192	Order Clerk II	16.21	
01261	Personnel Assistant (Employment) I	17.35	

01262	Personnel Assistant (Employment) II	19.41	
01263	Personnel Assistant (Employment) III	21.64	
01270	Production Control Clerk	24.21	
01290	Rental Clerk	14.09	***
01300	Scheduler, Maintenance	17.47	
01311	Secretary I	17.47	
01312	Secretary II	19.55	
01313	Secretary III	21.78	
01320	Service Order Dispatcher	16.53	
01410	Supply Technician	26.99	
01420	Survey Worker	15.52	***
01460	Switchboard Operator/Receptionist	13.63	***
01531	Travel Clerk I	13.33	***
01532	Travel Clerk II	14.28	***
01533	Travel Clerk III	15.22	***
01611	Word Processor I	15.56	***
01612	Word Processor II	17.47	
01613	Word Processor III	19.55	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.21	
05010	Automotive Electrician	19.86	
05040	Automotive Glass Installer	18.49	
05070	Automotive Worker	18.49	
05110	Mobile Equipment Servicer	16.02	***
05130	Motor Equipment Metal Mechanic	21.21	
05160	Motor Equipment Metal Worker	18.49	
05190	Motor Vehicle Mechanic	21.21	
05220	Motor Vehicle Mechanic Helper	14.73	***
05250	Motor Vehicle Upholstery Worker	17.26	
05280	Motor Vehicle Wrecker	18.49	
05310	Painter, Automotive	19.86	
05340	Radiator Repair Specialist	18.49	
05370	Tire Repairer	17.23	
05400	Transmission Repair Specialist	21.21	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.63	***
07041	Cook I	14.30	***
07042	Cook II	16.52	
07070	Dishwasher	11.00	***
07130	Food Service Worker	11.17	***
07210	Meat Cutter	17.10	
07260	Waiter/Waitress	9.59	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	19.32	
09040	Furniture Handler	14.38	***
09080	Furniture Refinisher	19.32	
09090	Furniture Refinisher Helper	16.91	
09110	Furniture Repairer, Minor	18.91	
09130	Upholsterer	19.32	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	13.48	***
11060	Elevator Operator	13.94	***
11090	Gardener	19.87	
11122	Housekeeping Aide	14.41	***
11150	Janitor	14.41	***
11210	Laborer, Grounds Maintenance	15.09	***
11240	Maid or Houseman	11.68	***
11260	Pruner	13.33	***
11270	Tractor Operator	18.27	
11330	Trail Maintenance Worker	15.09	***

11360	Window Cleaner	16.30
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.71	
12011	Breath Alcohol Technician	20.87	
12012	Certified Occupational Therapist Assistant	28.63	
12015	Certified Physical Therapist Assistant	28.63	
12020	Dental Assistant	18.49	
12025	Dental Hygienist	38.78	
12030	EKG Technician	31.62	
12035	Electroneurodiagnostic Technologist	31.62	
12040	Emergency Medical Technician	16.71	
12071	Licensed Practical Nurse I	18.66	
12072	Licensed Practical Nurse II	20.87	
12073	Licensed Practical Nurse III	23.26	
12100	Medical Assistant	19.20	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	18.33	
12190	Medical Record Technician	20.49	
12195	Medical Transcriptionist	18.66	
12210	Nuclear Medicine Technologist	45.86	
12221	Nursing Assistant I	11.94	***
12222	Nursing Assistant II	13.42	***
12223	Nursing Assistant III	14.64	***
12224	Nursing Assistant IV	16.44	
12235	Optical Dispenser	17.61	
12236	Optical Technician	18.66	
12250	Pharmacy Technician	17.61	
12280	Phlebotomist	16.90	
12305	Radiologic Technologist	28.92	
12311	Registered Nurse I	25.41	
12312	Registered Nurse II	31.10	
12313	Registered Nurse II, Specialist	31.10	
12314	Registered Nurse III	37.62	
12315	Registered Nurse III, Anesthetist	37.62	
12316	Registered Nurse IV	45.09	
12317	Scheduler (Drug and Alcohol Testing)	25.85	
12320	Substance Abuse Treatment Counselor	20.43	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	19.27	
13012	Exhibits Specialist II	23.87	
13013	Exhibits Specialist III	29.20	
13041	Illustrator I	19.27	
13042	Illustrator II	23.87	
13043	Illustrator III	29.20	
13047	Librarian	26.44	
13050	Library Aide/Clerk	15.34	***
13054	Library Information Technology Systems Administrator	23.87	
13058	Library Technician	16.35	
13061	Media Specialist I	17.23	
13062	Media Specialist II	19.27	
13063	Media Specialist III	21.48	
13071	Photographer I	17.23	
13072	Photographer II	19.27	
13073	Photographer III	23.87	
13074	Photographer IV	29.20	
13075	Photographer V	35.34	
13090	Technical Order Library Clerk	19.27	
13110	Video Teleconference Technician	20.55	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.31	***
14042	Computer Operator II	17.13	
14043	Computer Operator III	19.09	
14044	Computer Operator IV	21.22	

14045	Computer Operator V		23.50
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.31 ***
14160	Personal Computer Support Technician		21.22
14170	System Support Specialist		27.58

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.97	
15020	Aircrew Training Devices Instructor (Rated)		36.25	
15030	Air Crew Training Devices Instructor (Pilot)		43.46	
15050	Computer Based Training Specialist / Instructor		29.97	
15060	Educational Technologist		29.07	
15070	Flight Instructor (Pilot)		43.46	
15080	Graphic Artist		22.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		43.46	
15086	Maintenance Test Pilot, Rotary Wing		43.46	
15088	Non-Maintenance Test/Co-Pilot		43.46	
15090	Technical Instructor		22.85	
15095	Technical Instructor/Course Developer		27.96	
15110	Test Proctor		18.45	
15120	Tutor		18.45	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.06	***
16030	Counter Attendant		10.06	***
16040	Dry Cleaner		11.89	***
16070	Finisher, Flatwork, Machine		10.06	***
16090	Presser, Hand		10.06	***
16110	Presser, Machine, Drycleaning		10.06	***
16130	Presser, Machine, Shirts		10.06	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.06	***
16190	Sewing Machine Operator		12.68	***
16220	Tailor		13.50	***
16250	Washer, Machine		10.54	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		23.47	
19040	Tool And Die Maker		29.08	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.45	
21030	Material Coordinator		24.21	
21040	Material Expediter		24.21	
21050	Material Handling Laborer		14.36	***
21071	Order Filler		13.95	***
21080	Production Line Worker (Food Processing)		18.45	
21110	Shipping Packer		17.16	
21130	Shipping/Receiving Clerk		17.16	
21140	Store Worker I		13.02	***
21150	Stock Clerk		18.52	
21210	Tools And Parts Attendant		18.45	
21410	Warehouse Specialist		18.45	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		26.53	
23019	Aircraft Logs and Records Technician		20.72	

23021	Aircraft Mechanic I	25.06	
23022	Aircraft Mechanic II	26.53	
23023	Aircraft Mechanic III	28.07	
23040	Aircraft Mechanic Helper	17.69	
23050	Aircraft, Painter	23.85	
23060	Aircraft Servicer	20.72	
23070	Aircraft Survival Flight Equipment Technician	23.85	
23080	Aircraft Worker	22.13	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.13	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.06	
23110	Appliance Mechanic	23.47	
23120	Bicycle Repairer	18.93	
23125	Cable Splicer	35.71	
23130	Carpenter, Maintenance	22.31	
23140	Carpet Layer	23.17	
23160	Electrician, Maintenance	29.65	
23181	Electronics Technician Maintenance I	22.11	
23182	Electronics Technician Maintenance II	23.85	
23183	Electronics Technician Maintenance III	25.46	
23260	Fabric Worker	20.39	
23290	Fire Alarm System Mechanic	24.74	
23310	Fire Extinguisher Repairer	18.93	
23311	Fuel Distribution System Mechanic	25.06	
23312	Fuel Distribution System Operator	19.23	
23370	General Maintenance Worker	17.67	
23380	Ground Support Equipment Mechanic	25.06	
23381	Ground Support Equipment Servicer	20.72	
23382	Ground Support Equipment Worker	22.13	
23391	Gunsmith I	18.93	
23392	Gunsmith II	21.86	
23393	Gunsmith III	25.06	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.88	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.22	
23430	Heavy Equipment Mechanic	28.06	
23440	Heavy Equipment Operator	24.76	
23460	Instrument Mechanic	25.06	
23465	Laboratory/Shelter Mechanic	23.47	
23470	Laborer	14.29	***
23510	Locksmith	23.47	
23530	Machinery Maintenance Mechanic	24.78	
23550	Machinist, Maintenance	23.00	
23580	Maintenance Trades Helper	17.46	
23591	Metrology Technician I	25.06	
23592	Metrology Technician II	26.53	
23593	Metrology Technician III	28.07	
23640	Millwright	27.15	
23710	Office Appliance Repairer	20.06	
23760	Painter, Maintenance	22.08	
23790	Pipefitter, Maintenance	30.97	
23810	Plumber, Maintenance	29.01	
23820	Pneudraulic Systems Mechanic	25.06	
23850	Rigger	25.06	
23870	Scale Mechanic	21.86	
23890	Sheet-Metal Worker, Maintenance	28.55	
23910	Small Engine Mechanic	21.86	
23931	Telecommunications Mechanic I	29.16	
23932	Telecommunications Mechanic II	30.87	
23950	Telephone Lineman	25.70	
23960	Welder, Combination, Maintenance	21.02	
23965	Well Driller	25.06	
23970	Woodcraft Worker	25.06	
23980	Woodworker	18.93	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	14.05	***
24570	Child Care Attendant	11.06	***
24580	Child Care Center Clerk	13.79	***
24610	Chore Aide	13.89	***

24620	Family Readiness And Support Services Coordinator	14.05	***
24630	Homemaker	14.59	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	25.20	
25040	Sewage Plant Operator	24.18	
25070	Stationary Engineer	25.20	
25190	Ventilation Equipment Tender	17.51	
25210	Water Treatment Plant Operator	24.18	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.39	
27007	Baggage Inspector	14.70	***
27008	Corrections Officer	26.36	
27010	Court Security Officer	28.03	
27030	Detection Dog Handler	16.45	
27040	Detention Officer	26.36	
27070	Firefighter	28.99	
27101	Guard I	14.70	***
27102	Guard II	16.45	
27131	Police Officer I	28.56	
27132	Police Officer II	31.74	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.87	***
28042	Carnival Equipment Repairer	16.17	***
28043	Carnival Worker	10.86	***
28210	Gate Attendant/Gate Tender	14.66	***
28310	Lifeguard	12.89	***
28350	Park Attendant (Aide)	16.41	
28510	Recreation Aide/Health Facility Attendant	11.97	***
28515	Recreation Specialist	20.05	
28630	Sports Official	13.06	***
28690	Swimming Pool Operator	18.68	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	21.86	
29020	Hatch Tender	21.86	
29030	Line Handler	21.86	
29041	Stevedore I	20.72	
29042	Stevedore II	23.47	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.68	
30022	Archeological Technician II	20.90	
30023	Archeological Technician III	25.90	
30030	Cartographic Technician	25.90	
30040	Civil Engineering Technician	27.45	
30051	Cryogenic Technician I	28.68	
30052	Cryogenic Technician II	31.68	
30061	Drafter/CAD Operator I	18.68	
30062	Drafter/CAD Operator II	20.90	
30063	Drafter/CAD Operator III	23.30	
30064	Drafter/CAD Operator IV	28.68	
30081	Engineering Technician I	16.65	
30082	Engineering Technician II	18.68	
30083	Engineering Technician III	20.90	
30084	Engineering Technician IV	25.90	
30085	Engineering Technician V	31.68	

30086	Engineering Technician VI	38.32
30090	Environmental Technician	24.41
30095	Evidence Control Specialist	25.90
30210	Laboratory Technician	21.96
30221	Latent Fingerprint Technician I	29.65
30222	Latent Fingerprint Technician II	32.75
30240	Mathematical Technician	25.90
30361	Paralegal/Legal Assistant I	19.11
30362	Paralegal/Legal Assistant II	23.68
30363	Paralegal/Legal Assistant III	28.97
30364	Paralegal/Legal Assistant IV	35.05
30375	Petroleum Supply Specialist	31.68
30390	Photo-Optics Technician	24.41
30395	Radiation Control Technician	31.68
30461	Technical Writer I	24.45
30462	Technical Writer II	29.90
30463	Technical Writer III	36.18
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.68
30502	Weather Forecaster II	34.88
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 23.30
30621	Weather Observer, Senior	(see 2) 25.90

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.94	***
31030	Bus Driver	19.78	
31043	Driver Courier	16.65	
31260	Parking and Lot Attendant	12.32	***
31290	Shuttle Bus Driver	17.20	
31310	Taxi Driver	14.28	***
31361	Truckdriver, Light	18.09	
31362	Truckdriver, Medium	19.50	
31363	Truckdriver, Heavy	22.71	
31364	Truckdriver, Tractor-Trailer	22.71	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.29	***
99050	Desk Clerk	12.86	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.76	***
99252	Laboratory Animal Caretaker II	14.95	***
99260	Marketing Analyst	28.36	
99310	Mortician	26.22	
99410	Pest Controller	23.76	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	16.74	
99711	Recycling Specialist	20.28	
99730	Refuse Collector	14.80	***
99810	Sales Clerk	13.63	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	26.82	
99831	Surveying Aide	16.65	
99832	Surveying Technician	22.64	
99840	Vending Machine Attendant	20.28	
99841	Vending Machine Repairer	25.46	
99842	Vending Machine Repairer Helper	20.28	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5395

States/Territories. : Montana

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Phillips, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Treasure, Valley, Wibaux

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.74	***
01012	Accounting Clerk II	17.67	
01013	Accounting Clerk III	19.77	
01020	Administrative Assistant	24.41	
01035	Court Reporter	19.73	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.81	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	15.97	***
01052	Data Entry Operator II	17.44	
01060	Dispatcher, Motor Vehicle	22.45	
01070	Document Preparation Clerk	15.70	***
01090	Duplicating Machine Operator	15.70	***
01111	General Clerk I	14.52	***
01112	General Clerk II	15.84	***
01113	General Clerk III	17.78	
01120	Housing Referral Assistant	21.98	
01141	Messenger Courier	12.80	***
01191	Order Clerk I	14.39	***

01192	Order Clerk II	15.70	***
01261	Personnel Assistant (Employment) I	17.63	
01262	Personnel Assistant (Employment) II	19.73	
01263	Personnel Assistant (Employment) III	21.98	
01270	Production Control Clerk	21.98	
01290	Rental Clerk	14.83	***
01300	Scheduler, Maintenance	17.63	
01311	Secretary I	17.63	
01312	Secretary II	19.73	
01313	Secretary III	21.98	
01320	Service Order Dispatcher	21.05	
01410	Supply Technician	24.41	
01420	Survey Worker	17.74	
01460	Switchboard Operator/Receptionist	14.13	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.64	***
01533	Travel Clerk III	14.46	***
01611	Word Processor I	15.70	***
01612	Word Processor II	17.63	
01613	Word Processor III	19.73	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.75	
05010	Automotive Electrician	20.04	
05040	Automotive Glass Installer	18.67	
05070	Automotive Worker	18.67	
05110	Mobile Equipment Servicer	16.16	***
05130	Motor Equipment Metal Mechanic	21.41	
05160	Motor Equipment Metal Worker	18.67	
05190	Motor Vehicle Mechanic	21.41	
05220	Motor Vehicle Mechanic Helper	14.86	***
05250	Motor Vehicle Upholstery Worker	17.42	
05280	Motor Vehicle Wrecker	18.67	
05310	Painter, Automotive	20.04	
05340	Radiator Repair Specialist	18.67	
05370	Tire Repairer	15.41	***
05400	Transmission Repair Specialist	21.41	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	16.34	
07041	Cook I	14.41	***
07042	Cook II	16.65	
07070	Dishwasher	10.74	***
07130	Food Service Worker	11.96	***
07210	Meat Cutter	17.49	
07260	Waiter/Waitress	9.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	28.29	
09040	Furniture Handler	17.74	
09080	Furniture Refinisher	28.29	
09090	Furniture Refinisher Helper	21.50	
09110	Furniture Repairer, Minor	25.19	
09130	Upholsterer	28.29	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.64	***
11090	Gardener	20.11	
11122	Housekeeping Aide	14.64	***
11150	Janitor	14.64	***
11210	Laborer, Grounds Maintenance	15.65	***
11240	Maid or Houseman	11.49	***
11260	Pruner	13.84	***

11270	Tractor Operator	18.95	
11330	Trail Maintenance Worker	15.65	***
11360	Window Cleaner	16.56	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	16.05	***
12011	Breath Alcohol Technician	20.19	
12012	Certified Occupational Therapist Assistant	27.70	
12015	Certified Physical Therapist Assistant	27.70	
12020	Dental Assistant	17.92	
12025	Dental Hygienist	37.42	
12030	EKG Technician	30.61	
12035	Electroneurodiagnostic Technologist	30.61	
12040	Emergency Medical Technician	16.05	***
12071	Licensed Practical Nurse I	18.05	
12072	Licensed Practical Nurse II	20.19	
12073	Licensed Practical Nurse III	22.51	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	29.40	
12160	Medical Record Clerk	19.19	
12190	Medical Record Technician	21.47	
12195	Medical Transcriptionist	18.05	
12210	Nuclear Medicine Technologist	44.38	
12221	Nursing Assistant I	12.12	***
12222	Nursing Assistant II	13.63	***
12223	Nursing Assistant III	14.87	***
12224	Nursing Assistant IV	16.69	
12235	Optical Dispenser	20.19	
12236	Optical Technician	18.05	
12250	Pharmacy Technician	17.68	
12280	Phlebotomist	18.05	
12305	Radiologic Technologist	29.38	
12311	Registered Nurse I	24.04	
12312	Registered Nurse II	29.40	
12313	Registered Nurse II, Specialist	29.40	
12314	Registered Nurse III	35.59	
12315	Registered Nurse III, Anesthetist	35.59	
12316	Registered Nurse IV	42.65	
12317	Scheduler (Drug and Alcohol Testing)	25.02	
12320	Substance Abuse Treatment Counselor	25.05	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.89	
13012	Exhibits Specialist II	20.92	
13013	Exhibits Specialist III	25.60	
13041	Illustrator I	16.93	
13042	Illustrator II	20.98	
13043	Illustrator III	25.60	
13047	Librarian	22.94	
13050	Library Aide/Clerk	13.21	***
13054	Library Information Technology Systems Administrator	20.71	
13058	Library Technician	14.64	***
13061	Media Specialist I	14.94	***
13062	Media Specialist II	16.72	
13063	Media Specialist III	18.64	
13071	Photographer I	15.46	***
13072	Photographer II	17.98	
13073	Photographer III	22.28	
13074	Photographer IV	26.63	
13075	Photographer V	32.98	
13090	Technical Order Library Clerk	17.31	
13110	Video Teleconference Technician	14.97	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.18	
14042	Computer Operator II	19.22	

14043	Computer Operator III		21.43
14044	Computer Operator IV		23.86
14045	Computer Operator V		26.38
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.18
14160	Personal Computer Support Technician		23.86
14170	System Support Specialist		29.33

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.70	
15020	Aircrew Training Devices Instructor (Rated)		37.13	
15030	Air Crew Training Devices Instructor (Pilot)		44.52	
15050	Computer Based Training Specialist / Instructor		30.70	
15060	Educational Technologist		27.58	
15070	Flight Instructor (Pilot)		44.52	
15080	Graphic Artist		20.12	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.52	
15086	Maintenance Test Pilot, Rotary Wing		44.52	
15088	Non-Maintenance Test/Co-Pilot		44.52	
15090	Technical Instructor		24.09	
15095	Technical Instructor/Course Developer		29.45	
15110	Test Proctor		19.44	
15120	Tutor		19.44	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.88	***
16030	Counter Attendant		10.88	***
16040	Dry Cleaner		12.44	***
16070	Finisher, Flatwork, Machine		10.88	***
16090	Presser, Hand		10.88	***
16110	Presser, Machine, Drycleaning		10.88	***
16130	Presser, Machine, Shirts		10.88	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.88	***
16190	Sewing Machine Operator		12.96	***
16220	Tailor		13.48	***
16250	Washer, Machine		11.40	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		28.98	
19040	Tool And Die Maker		35.89	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.84	
21030	Material Coordinator		24.12	
21040	Material Expediter		24.12	
21050	Material Handling Laborer		17.48	
21071	Order Filler		14.14	***
21080	Production Line Worker (Food Processing)		19.84	
21110	Shipping Packer		17.66	
21130	Shipping/Receiving Clerk		17.66	
21140	Store Worker I		13.02	***
21150	Stock Clerk		18.52	
21210	Tools And Parts Attendant		19.84	
21410	Warehouse Specialist		19.84	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	32.75
23019	Aircraft Logs and Records Technician	25.19
23021	Aircraft Mechanic I	30.94
23022	Aircraft Mechanic II	32.75
23023	Aircraft Mechanic III	34.65
23040	Aircraft Mechanic Helper	21.50
23050	Aircraft, Painter	28.98
23060	Aircraft Servicer	25.19
23070	Aircraft Survival Flight Equipment Technician	28.98
23080	Aircraft Worker	26.99
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.99
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.94
23110	Appliance Mechanic	28.98
23120	Bicycle Repairer	23.36
23125	Cable Splicer	46.05
23130	Carpenter, Maintenance	22.74
23140	Carpet Layer	26.99
23160	Electrician, Maintenance	36.54
23181	Electronics Technician Maintenance I	26.99
23182	Electronics Technician Maintenance II	28.98
23183	Electronics Technician Maintenance III	30.94
23260	Fabric Worker	25.19
23290	Fire Alarm System Mechanic	30.94
23310	Fire Extinguisher Repairer	23.36
23311	Fuel Distribution System Mechanic	37.93
23312	Fuel Distribution System Operator	28.64
23370	General Maintenance Worker	18.78
23380	Ground Support Equipment Mechanic	30.94
23381	Ground Support Equipment Servicer	25.19
23382	Ground Support Equipment Worker	26.99
23391	Gunsmith I	23.36
23392	Gunsmith II	26.99
23393	Gunsmith III	30.94
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.06
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.64
23430	Heavy Equipment Mechanic	29.28
23440	Heavy Equipment Operator	25.45
23460	Instrument Mechanic	30.94
23465	Laboratory/Shelter Mechanic	28.98
23470	Laborer	17.48
23510	Locksmith	28.98
23530	Machinery Maintenance Mechanic	36.29
23550	Machinist, Maintenance	23.45
23580	Maintenance Trades Helper	20.98
23591	Metrology Technician I	30.94
23592	Metrology Technician II	32.75
23593	Metrology Technician III	34.65
23640	Millwright	30.94
23710	Office Appliance Repairer	28.98
23760	Painter, Maintenance	21.96
23790	Pipefitter, Maintenance	37.45
23810	Plumber, Maintenance	32.55
23820	Pneudraulic Systems Mechanic	30.94
23850	Rigger	30.94
23870	Scale Mechanic	26.99
23890	Sheet-Metal Worker, Maintenance	30.94
23910	Small Engine Mechanic	26.99
23931	Telecommunications Mechanic I	34.95
23932	Telecommunications Mechanic II	37.00
23950	Telephone Lineman	31.41
23960	Welder, Combination, Maintenance	25.72
23965	Well Driller	31.13
23970	Woodcraft Worker	30.94
23980	Woodworker	23.36

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.11	***
24570	Child Care Attendant	11.43	***

24580	Child Care Center Clerk	14.25	***
24610	Chore Aide	13.31	***
24620	Family Readiness And Support Services Coordinator	15.11	***
24630	Homemaker	15.11	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.39	
25040	Sewage Plant Operator	27.90	
25070	Stationary Engineer	30.39	
25190	Ventilation Equipment Tender	21.11	
25210	Water Treatment Plant Operator	27.90	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.87	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	22.02	
27010	Court Security Officer	22.71	
27030	Detection Dog Handler	16.49	
27040	Detention Officer	22.02	
27070	Firefighter	23.75	
27101	Guard I	14.74	***
27102	Guard II	16.49	
27131	Police Officer I	22.30	
27132	Police Officer II	24.79	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.25	
28042	Carnival Equipment Repairer	17.66	
28043	Carnival Worker	11.86	***
28210	Gate Attendant/Gate Tender	17.70	
28310	Lifeguard	15.16	***
28350	Park Attendant (Aide)	19.81	
28510	Recreation Aide/Health Facility Attendant	14.47	***
28515	Recreation Specialist	20.45	
28630	Sports Official	15.76	***
28690	Swimming Pool Operator	20.40	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.27	
29020	Hatch Tender	28.27	
29030	Line Handler	28.27	
29041	Stevedore I	26.62	
29042	Stevedore II	30.65	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	17.81	
30022	Archeological Technician II	20.28	
30023	Archeological Technician III	24.67	
30030	Cartographic Technician	25.15	
30040	Civil Engineering Technician	22.27	
30051	Cryogenic Technician I	30.28	
30052	Cryogenic Technician II	33.45	
30061	Drafter/CAD Operator I	17.81	
30062	Drafter/CAD Operator II	20.28	
30063	Drafter/CAD Operator III	22.52	
30064	Drafter/CAD Operator IV	27.35	
30081	Engineering Technician I	14.19	***
30082	Engineering Technician II	16.98	
30083	Engineering Technician III	19.00	

30084	Engineering Technician IV	23.55
30085	Engineering Technician V	28.81
30086	Engineering Technician VI	34.85
30090	Environmental Technician	18.02
30095	Evidence Control Specialist	27.33
30210	Laboratory Technician	23.24
30221	Latent Fingerprint Technician I	30.28
30222	Latent Fingerprint Technician II	33.45
30240	Mathematical Technician	23.76
30361	Paralegal/Legal Assistant I	20.15
30362	Paralegal/Legal Assistant II	24.96
30363	Paralegal/Legal Assistant III	30.54
30364	Paralegal/Legal Assistant IV	36.94
30375	Petroleum Supply Specialist	33.45
30390	Photo-Optics Technician	24.08
30395	Radiation Control Technician	33.45
30461	Technical Writer I	20.21
30462	Technical Writer II	24.71
30463	Technical Writer III	29.90
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	30.28
30502	Weather Forecaster II	36.83
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.52
30621	Weather Observer, Senior	(see 2) 23.76

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.84	***
31030	Bus Driver	18.23	
31043	Driver Courier	16.71	
31260	Parking and Lot Attendant	14.61	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	14.28	***
31361	Truckdriver, Light	18.16	
31362	Truckdriver, Medium	20.53	
31363	Truckdriver, Heavy	25.63	
31364	Truckdriver, Tractor-Trailer	25.63	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.44	***
99050	Desk Clerk	11.27	***
99095	Embalmer	32.26	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.29	***
99252	Laboratory Animal Caretaker II	15.53	***
99260	Marketing Analyst	27.34	
99310	Mortician	32.26	
99410	Pest Controller	23.76	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	23.58	
99711	Recycling Specialist	28.57	
99730	Refuse Collector	20.86	
99810	Sales Clerk	14.27	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	26.53	
99831	Surveying Aide	16.47	
99832	Surveying Technician	22.40	
99840	Vending Machine Attendant	20.28	
99841	Vending Machine Repairer	25.46	
99842	Vending Machine Repairer Helper	20.28	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5397

States/Territories. : Montana

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Big Horn, Blaine, Chouteau, Fergus, Glacier, Hill, Judith Basin, Liberty, Musselshell, Petroleum, Pondera, Stillwater, Teton, Toole, Wheatland

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.74	***
01012	Accounting Clerk II	17.67	
01013	Accounting Clerk III	19.77	
01020	Administrative Assistant	24.41	
01035	Court Reporter	19.73	
01041	Customer Service Representative I	14.49	***
01042	Customer Service Representative II	15.81	***
01043	Customer Service Representative III	17.74	
01051	Data Entry Operator I	15.97	***
01052	Data Entry Operator II	17.44	
01060	Dispatcher, Motor Vehicle	21.69	
01070	Document Preparation Clerk	15.70	***
01090	Duplicating Machine Operator	15.70	***
01111	General Clerk I	14.52	***
01112	General Clerk II	15.84	***
01113	General Clerk III	17.78	
01120	Housing Referral Assistant	21.98	
01141	Messenger Courier	12.80	***
01191	Order Clerk I	14.39	***

01192	Order Clerk II	15.70	***
01261	Personnel Assistant (Employment) I	17.63	
01262	Personnel Assistant (Employment) II	19.73	
01263	Personnel Assistant (Employment) III	21.98	
01270	Production Control Clerk	21.98	
01290	Rental Clerk	14.83	***
01300	Scheduler, Maintenance	17.63	
01311	Secretary I	17.63	
01312	Secretary II	19.73	
01313	Secretary III	21.98	
01320	Service Order Dispatcher	19.38	
01410	Supply Technician	24.41	
01420	Survey Worker	17.61	
01460	Switchboard Operator/Receptionist	14.13	***
01531	Travel Clerk I	12.84	***
01532	Travel Clerk II	13.64	***
01533	Travel Clerk III	14.46	***
01611	Word Processor I	15.70	***
01612	Word Processor II	17.63	
01613	Word Processor III	19.73	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.75	
05010	Automotive Electrician	20.04	
05040	Automotive Glass Installer	18.67	
05070	Automotive Worker	18.67	
05110	Mobile Equipment Servicer	16.16	***
05130	Motor Equipment Metal Mechanic	21.41	
05160	Motor Equipment Metal Worker	18.67	
05190	Motor Vehicle Mechanic	21.41	
05220	Motor Vehicle Mechanic Helper	14.86	***
05250	Motor Vehicle Upholstery Worker	17.42	
05280	Motor Vehicle Wrecker	18.67	
05310	Painter, Automotive	20.04	
05340	Radiator Repair Specialist	18.67	
05370	Tire Repairer	15.41	***
05400	Transmission Repair Specialist	21.41	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	15.84	***
07041	Cook I	14.41	***
07042	Cook II	16.65	
07070	Dishwasher	10.74	***
07130	Food Service Worker	11.96	***
07210	Meat Cutter	17.49	
07260	Waiter/Waitress	9.68	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	28.29	
09040	Furniture Handler	17.74	
09080	Furniture Refinisher	28.29	
09090	Furniture Refinisher Helper	21.50	
09110	Furniture Repairer, Minor	25.19	
09130	Upholsterer	28.29	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.19	***
11060	Elevator Operator	14.64	***
11090	Gardener	19.83	
11122	Housekeeping Aide	14.64	***
11150	Janitor	14.64	***
11210	Laborer, Grounds Maintenance	15.07	***
11240	Maid or Houseman	11.49	***
11260	Pruner	13.35	***

11270	Tractor Operator	18.25	
11330	Trail Maintenance Worker	15.07	***
11360	Window Cleaner	16.56	

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	17.10	
12011	Breath Alcohol Technician	20.19	
12012	Certified Occupational Therapist Assistant	27.70	
12015	Certified Physical Therapist Assistant	27.70	
12020	Dental Assistant	17.92	
12025	Dental Hygienist	37.42	
12030	EKG Technician	30.61	
12035	Electroneurodiagnostic Technologist	30.61	
12040	Emergency Medical Technician	17.10	
12071	Licensed Practical Nurse I	18.05	
12072	Licensed Practical Nurse II	20.19	
12073	Licensed Practical Nurse III	22.51	
12100	Medical Assistant	20.83	
12130	Medical Laboratory Technician	29.32	
12160	Medical Record Clerk	19.19	
12190	Medical Record Technician	21.47	
12195	Medical Transcriptionist	18.05	
12210	Nuclear Medicine Technologist	44.38	
12221	Nursing Assistant I	12.12	***
12222	Nursing Assistant II	13.63	***
12223	Nursing Assistant III	14.87	***
12224	Nursing Assistant IV	16.69	
12235	Optical Dispenser	20.19	
12236	Optical Technician	18.05	
12250	Pharmacy Technician	17.68	
12280	Phlebotomist	18.05	
12305	Radiologic Technologist	29.38	
12311	Registered Nurse I	24.74	
12312	Registered Nurse II	30.27	
12313	Registered Nurse II, Specialist	30.27	
12314	Registered Nurse III	36.61	
12315	Registered Nurse III, Anesthetist	36.61	
12316	Registered Nurse IV	43.90	
12317	Scheduler (Drug and Alcohol Testing)	25.02	
12320	Substance Abuse Treatment Counselor	23.23	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	16.58	
13012	Exhibits Specialist II	20.55	
13013	Exhibits Specialist III	25.13	
13041	Illustrator I	16.93	
13042	Illustrator II	20.98	
13043	Illustrator III	25.13	
13047	Librarian	22.75	
13050	Library Aide/Clerk	13.17	***
13054	Library Information Technology Systems Administrator	20.55	
13058	Library Technician	14.64	***
13061	Media Specialist I	14.82	***
13062	Media Specialist II	16.58	
13063	Media Specialist III	18.49	
13071	Photographer I	15.46	***
13072	Photographer II	17.98	
13073	Photographer III	22.28	
13074	Photographer IV	26.63	
13075	Photographer V	32.98	
13090	Technical Order Library Clerk	16.58	
13110	Video Teleconference Technician	14.82	***

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	17.18	
14042	Computer Operator II	19.22	

14043	Computer Operator III		21.43
14044	Computer Operator IV		23.86
14045	Computer Operator V		26.38
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		17.18
14160	Personal Computer Support Technician		23.86
14170	System Support Specialist		29.33

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.70	
15020	Aircrew Training Devices Instructor (Rated)		37.13	
15030	Air Crew Training Devices Instructor (Pilot)		44.52	
15050	Computer Based Training Specialist / Instructor		30.70	
15060	Educational Technologist		27.58	
15070	Flight Instructor (Pilot)		44.52	
15080	Graphic Artist		20.59	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.52	
15086	Maintenance Test Pilot, Rotary Wing		44.52	
15088	Non-Maintenance Test/Co-Pilot		44.52	
15090	Technical Instructor		24.64	
15095	Technical Instructor/Course Developer		30.15	
15110	Test Proctor		19.91	
15120	Tutor		19.91	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.88	***
16030	Counter Attendant		10.88	***
16040	Dry Cleaner		12.44	***
16070	Finisher, Flatwork, Machine		10.88	***
16090	Presser, Hand		10.88	***
16110	Presser, Machine, Drycleaning		10.88	***
16130	Presser, Machine, Shirts		10.88	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.88	***
16190	Sewing Machine Operator		12.96	***
16220	Tailor		13.48	***
16250	Washer, Machine		11.40	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		28.98	
19040	Tool And Die Maker		35.89	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		19.47	
21030	Material Coordinator		22.81	
21040	Material Expediter		22.81	
21050	Material Handling Laborer		17.48	
21071	Order Filler		14.14	***
21080	Production Line Worker (Food Processing)		19.47	
21110	Shipping Packer		16.57	
21130	Shipping/Receiving Clerk		16.57	
21140	Store Worker I		13.02	***
21150	Stock Clerk		18.52	
21210	Tools And Parts Attendant		19.47	
21410	Warehouse Specialist		19.47	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	32.75
23019	Aircraft Logs and Records Technician	25.19
23021	Aircraft Mechanic I	30.94
23022	Aircraft Mechanic II	32.75
23023	Aircraft Mechanic III	34.65
23040	Aircraft Mechanic Helper	21.50
23050	Aircraft, Painter	28.98
23060	Aircraft Servicer	25.19
23070	Aircraft Survival Flight Equipment Technician	28.98
23080	Aircraft Worker	26.99
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.99
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.94
23110	Appliance Mechanic	28.98
23120	Bicycle Repairer	23.36
23125	Cable Splicer	46.05
23130	Carpenter, Maintenance	22.74
23140	Carpet Layer	26.99
23160	Electrician, Maintenance	36.54
23181	Electronics Technician Maintenance I	26.99
23182	Electronics Technician Maintenance II	28.98
23183	Electronics Technician Maintenance III	30.94
23260	Fabric Worker	25.19
23290	Fire Alarm System Mechanic	30.94
23310	Fire Extinguisher Repairer	23.36
23311	Fuel Distribution System Mechanic	37.52
23312	Fuel Distribution System Operator	28.64
23370	General Maintenance Worker	18.78
23380	Ground Support Equipment Mechanic	30.94
23381	Ground Support Equipment Servicer	25.19
23382	Ground Support Equipment Worker	26.99
23391	Gunsmith I	23.36
23392	Gunsmith II	26.99
23393	Gunsmith III	30.94
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.96
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.66
23430	Heavy Equipment Mechanic	29.38
23440	Heavy Equipment Operator	24.93
23460	Instrument Mechanic	30.94
23465	Laboratory/Shelter Mechanic	28.98
23470	Laborer	17.48
23510	Locksmith	28.98
23530	Machinery Maintenance Mechanic	36.89
23550	Machinist, Maintenance	23.45
23580	Maintenance Trades Helper	20.21
23591	Metrology Technician I	30.94
23592	Metrology Technician II	32.75
23593	Metrology Technician III	34.65
23640	Millwright	30.94
23710	Office Appliance Repairer	28.98
23760	Painter, Maintenance	24.16
23790	Pipefitter, Maintenance	37.45
23810	Plumber, Maintenance	32.55
23820	Pneudraulic Systems Mechanic	30.94
23850	Rigger	30.94
23870	Scale Mechanic	26.99
23890	Sheet-Metal Worker, Maintenance	30.94
23910	Small Engine Mechanic	26.99
23931	Telecommunications Mechanic I	34.95
23932	Telecommunications Mechanic II	37.00
23950	Telephone Lineman	31.41
23960	Welder, Combination, Maintenance	22.95
23965	Well Driller	31.13
23970	Woodcraft Worker	30.94
23980	Woodworker	23.36

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.11	***
24570	Child Care Attendant	11.43	***

24580	Child Care Center Clerk	14.25	***
24610	Chore Aide	13.31	***
24620	Family Readiness And Support Services Coordinator	15.11	***
24630	Homemaker	15.11	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	30.39	
25040	Sewage Plant Operator	23.73	
25070	Stationary Engineer	30.39	
25190	Ventilation Equipment Tender	21.11	
25210	Water Treatment Plant Operator	23.73	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	17.87	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	21.68	
27010	Court Security Officer	22.71	
27030	Detection Dog Handler	16.49	
27040	Detention Officer	21.68	
27070	Firefighter	23.75	
27101	Guard I	14.74	***
27102	Guard II	16.49	
27131	Police Officer I	22.30	
27132	Police Officer II	24.79	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	14.95	***
28042	Carnival Equipment Repairer	16.25	
28043	Carnival Worker	11.86	***
28210	Gate Attendant/Gate Tender	19.21	
28310	Lifeguard	14.40	***
28350	Park Attendant (Aide)	21.48	
28510	Recreation Aide/Health Facility Attendant	15.68	***
28515	Recreation Specialist	20.45	
28630	Sports Official	17.11	
28690	Swimming Pool Operator	20.70	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	28.27	
29020	Hatch Tender	28.27	
29030	Line Handler	28.27	
29041	Stevedore I	26.90	
29042	Stevedore II	30.95	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.27	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	16.19	***
30022	Archeological Technician II	18.62	
30023	Archeological Technician III	22.43	
30030	Cartographic Technician	22.86	
30040	Civil Engineering Technician	22.27	
30051	Cryogenic Technician I	21.59	
30052	Cryogenic Technician II	23.85	
30061	Drafter/CAD Operator I	16.19	***
30062	Drafter/CAD Operator II	18.44	
30063	Drafter/CAD Operator III	20.47	
30064	Drafter/CAD Operator IV	24.86	
30081	Engineering Technician I	12.90	***
30082	Engineering Technician II	15.44	***
30083	Engineering Technician III	17.27	

30084	Engineering Technician IV	21.41
30085	Engineering Technician V	26.19
30086	Engineering Technician VI	31.68
30090	Environmental Technician	16.38
30095	Evidence Control Specialist	19.49
30210	Laboratory Technician	21.13
30221	Latent Fingerprint Technician I	21.59
30222	Latent Fingerprint Technician II	23.85
30240	Mathematical Technician	21.60
30361	Paralegal/Legal Assistant I	20.15
30362	Paralegal/Legal Assistant II	24.96
30363	Paralegal/Legal Assistant III	30.54
30364	Paralegal/Legal Assistant IV	36.94
30375	Petroleum Supply Specialist	23.85
30390	Photo-Optics Technician	21.89
30395	Radiation Control Technician	23.85
30461	Technical Writer I	18.37
30462	Technical Writer II	22.46
30463	Technical Writer III	27.18
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	24.86
30502	Weather Forecaster II	30.24
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 20.47
30621	Weather Observer, Senior	(see 2) 21.60

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.84	***
31030	Bus Driver	18.23	
31043	Driver Courier	16.71	
31260	Parking and Lot Attendant	14.61	***
31290	Shuttle Bus Driver	17.47	
31310	Taxi Driver	15.71	***
31361	Truckdriver, Light	18.16	
31362	Truckdriver, Medium	19.58	
31363	Truckdriver, Heavy	25.63	
31364	Truckdriver, Tractor-Trailer	25.63	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.44	***
99050	Desk Clerk	11.27	***
99095	Embalmer	32.26	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	14.29	***
99252	Laboratory Animal Caretaker II	15.53	***
99260	Marketing Analyst	28.86	
99310	Mortician	32.26	
99410	Pest Controller	23.76	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	23.58	
99711	Recycling Specialist	28.57	
99730	Refuse Collector	20.86	
99810	Sales Clerk	14.27	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	24.67	
99831	Surveying Aide	15.32	***
99832	Surveying Technician	20.83	
99840	Vending Machine Attendant	20.28	
99841	Vending Machine Repairer	25.46	
99842	Vending Machine Repairer Helper	20.28	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5399

States/Territories. : Montana

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Beaverhead, Broadwater, Deer Lodge, Gallatin, Granite, Jefferson, Lewis and Clark, Madison, Meagher, Park, Powell, Silver Bow, Sweet Grass, Yellowstone Natl P

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	15.34	***
01012	Accounting Clerk II	17.23	
01013	Accounting Clerk III	19.27	
01020	Administrative Assistant	25.35	
01035	Court Reporter	19.83	
01041	Customer Service Representative I	14.33	***
01042	Customer Service Representative II	15.82	***
01043	Customer Service Representative III	17.55	
01051	Data Entry Operator I	12.98	***
01052	Data Entry Operator II	14.16	***
01060	Dispatcher, Motor Vehicle	20.83	
01070	Document Preparation Clerk	17.91	
01090	Duplicating Machine Operator	17.91	
01111	General Clerk I	14.55	***
01112	General Clerk II	15.88	***
01113	General Clerk III	17.82	
01120	Housing Referral Assistant	22.10	
01141	Messenger Courier	17.01	
01191	Order Clerk I	15.06	***

01192	Order Clerk II	16.43	
01261	Personnel Assistant (Employment) I	16.84	
01262	Personnel Assistant (Employment) II	18.84	
01263	Personnel Assistant (Employment) III	21.00	
01270	Production Control Clerk	27.87	
01290	Rental Clerk	15.09	***
01300	Scheduler, Maintenance	17.72	
01311	Secretary I	17.72	
01312	Secretary II	19.83	
01313	Secretary III	22.10	
01320	Service Order Dispatcher	18.63	
01410	Supply Technician	25.35	
01420	Survey Worker	16.17	***
01460	Switchboard Operator/Receptionist	14.09	***
01531	Travel Clerk I	19.16	
01532	Travel Clerk II	20.55	
01533	Travel Clerk III	21.90	
01611	Word Processor I	15.78	***
01612	Word Processor II	17.72	
01613	Word Processor III	19.83	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	24.64	
05010	Automotive Electrician	20.50	
05040	Automotive Glass Installer	19.11	
05070	Automotive Worker	19.11	
05110	Mobile Equipment Servicer	16.54	
05130	Motor Equipment Metal Mechanic	21.90	
05160	Motor Equipment Metal Worker	19.11	
05190	Motor Vehicle Mechanic	21.90	
05220	Motor Vehicle Mechanic Helper	15.31	***
05250	Motor Vehicle Upholstery Worker	17.82	
05280	Motor Vehicle Wrecker	19.11	
05310	Painter, Automotive	20.50	
05340	Radiator Repair Specialist	19.11	
05370	Tire Repairer	15.95	***
05400	Transmission Repair Specialist	21.90	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	14.50	***
07041	Cook I	14.53	***
07042	Cook II	16.78	
07070	Dishwasher	10.94	***
07130	Food Service Worker	11.89	***
07210	Meat Cutter	17.72	
07260	Waiter/Waitress	9.70	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	18.34	
09040	Furniture Handler	13.59	***
09080	Furniture Refinisher	18.34	
09090	Furniture Refinisher Helper	15.37	***
09110	Furniture Repairer, Minor	17.19	
09130	Upholsterer	18.34	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.84	***
11060	Elevator Operator	14.08	***
11090	Gardener	23.40	
11122	Housekeeping Aide	14.27	***
11150	Janitor	14.27	***
11210	Laborer, Grounds Maintenance	17.77	
11240	Maid or Houseman	13.77	***
11260	Pruner	15.71	***

11270	Tractor Operator	21.53	
11330	Trail Maintenance Worker	17.77	
11360	Window Cleaner	16.14	***

6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	14.64	***
12011	Breath Alcohol Technician	20.60	
12012	Certified Occupational Therapist Assistant	28.26	
12015	Certified Physical Therapist Assistant	28.94	
12020	Dental Assistant	18.70	
12025	Dental Hygienist	37.46	
12030	EKG Technician	32.85	
12035	Electroneurodiagnostic Technologist	32.85	
12040	Emergency Medical Technician	14.64	***
12071	Licensed Practical Nurse I	18.42	
12072	Licensed Practical Nurse II	20.60	
12073	Licensed Practical Nurse III	22.96	
12100	Medical Assistant	18.11	
12130	Medical Laboratory Technician	29.28	
12160	Medical Record Clerk	17.83	
12190	Medical Record Technician	19.95	
12195	Medical Transcriptionist	18.33	
12210	Nuclear Medicine Technologist	45.27	
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	17.87	
12236	Optical Technician	18.42	
12250	Pharmacy Technician	18.19	
12280	Phlebotomist	17.81	
12305	Radiologic Technologist	29.45	
12311	Registered Nurse I	24.38	
12312	Registered Nurse II	29.83	
12313	Registered Nurse II, Specialist	29.83	
12314	Registered Nurse III	36.08	
12315	Registered Nurse III, Anesthetist	36.08	
12316	Registered Nurse IV	43.26	
12317	Scheduler (Drug and Alcohol Testing)	25.52	
12320	Substance Abuse Treatment Counselor	18.90	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	17.78	
13012	Exhibits Specialist II	22.03	
13013	Exhibits Specialist III	26.95	
13041	Illustrator I	17.78	
13042	Illustrator II	22.03	
13043	Illustrator III	26.95	
13047	Librarian	24.40	
13050	Library Aide/Clerk	14.16	***
13054	Library Information Technology Systems Administrator	22.03	
13058	Library Technician	14.84	***
13061	Media Specialist I	15.90	***
13062	Media Specialist II	17.78	
13063	Media Specialist III	19.82	
13071	Photographer I	15.47	***
13072	Photographer II	17.98	
13073	Photographer III	22.28	
13074	Photographer IV	26.63	
13075	Photographer V	32.98	
13090	Technical Order Library Clerk	17.78	
13110	Video Teleconference Technician	18.49	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	16.62	
14042	Computer Operator II	18.60	

14043	Computer Operator III		20.74
14044	Computer Operator IV		23.04
14045	Computer Operator V		25.52
14071	Computer Programmer I	(see 1)	21.01
14072	Computer Programmer II	(see 1)	26.04
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		16.62
14160	Personal Computer Support Technician		23.04
14170	System Support Specialist		29.58

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		29.19	
15020	Aircrew Training Devices Instructor (Rated)		35.31	
15030	Air Crew Training Devices Instructor (Pilot)		41.65	
15050	Computer Based Training Specialist / Instructor		29.19	
15060	Educational Technologist		29.23	
15070	Flight Instructor (Pilot)		41.65	
15080	Graphic Artist		22.78	
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		24.63	
15095	Technical Instructor/Course Developer		30.13	
15110	Test Proctor		19.89	
15120	Tutor		19.89	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.06	***
16030	Counter Attendant		10.06	***
16040	Dry Cleaner		11.89	***
16070	Finisher, Flatwork, Machine		10.06	***
16090	Presser, Hand		10.06	***
16110	Presser, Machine, Drycleaning		10.06	***
16130	Presser, Machine, Shirts		10.06	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.06	***
16190	Sewing Machine Operator		12.68	***
16220	Tailor		13.50	***
16250	Washer, Machine		10.54	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		24.95	
19040	Tool And Die Maker		30.90	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		18.74	
21030	Material Coordinator		27.87	
21040	Material Expediter		27.87	
21050	Material Handling Laborer		15.71	***
21071	Order Filler		14.39	***
21080	Production Line Worker (Food Processing)		18.74	
21110	Shipping Packer		17.48	
21130	Shipping/Receiving Clerk		17.48	
21140	Store Worker I		13.02	***
21150	Stock Clerk		18.52	
21210	Tools And Parts Attendant		18.74	
21410	Warehouse Specialist		18.74	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
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23010	Aerospace Structural Welder	34.11	
23019	Aircraft Logs and Records Technician	26.23	
23021	Aircraft Mechanic I	32.23	
23022	Aircraft Mechanic II	34.11	
23023	Aircraft Mechanic III	36.09	
23040	Aircraft Mechanic Helper	22.38	
23050	Aircraft, Painter	30.18	
23060	Aircraft Servicer	26.23	
23070	Aircraft Survival Flight Equipment Technician	30.18	
23080	Aircraft Worker	28.10	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.10	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.23	
23110	Appliance Mechanic	24.95	
23120	Bicycle Repairer	20.12	
23125	Cable Splicer	47.13	
23130	Carpenter, Maintenance	22.98	
23140	Carpet Layer	23.17	
23160	Electrician, Maintenance	28.96	
23181	Electronics Technician Maintenance I	28.33	
23182	Electronics Technician Maintenance II	30.42	
23183	Electronics Technician Maintenance III	32.48	
23260	Fabric Worker	21.69	
23290	Fire Alarm System Mechanic	23.63	
23310	Fire Extinguisher Repairer	20.12	
23311	Fuel Distribution System Mechanic	27.17	
23312	Fuel Distribution System Operator	20.68	
23370	General Maintenance Worker	18.91	
23380	Ground Support Equipment Mechanic	32.23	
23381	Ground Support Equipment Servicer	26.23	
23382	Ground Support Equipment Worker	28.10	
23391	Gunsmith I	20.12	
23392	Gunsmith II	23.24	
23393	Gunsmith III	26.64	
23410	Heating, Ventilation And Air-Conditioning Mechanic	22.66	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.99	
23430	Heavy Equipment Mechanic	24.87	
23440	Heavy Equipment Operator	24.85	
23460	Instrument Mechanic	26.64	
23465	Laboratory/Shelter Mechanic	24.95	
23470	Laborer	15.71	***
23510	Locksmith	24.95	
23530	Machinery Maintenance Mechanic	26.62	
23550	Machinist, Maintenance	24.23	
23580	Maintenance Trades Helper	16.70	
23591	Metrology Technician I	26.64	
23592	Metrology Technician II	28.20	
23593	Metrology Technician III	29.84	
23640	Millwright	26.64	
23710	Office Appliance Repairer	21.23	
23760	Painter, Maintenance	22.69	
23790	Pipefitter, Maintenance	31.14	
23810	Plumber, Maintenance	29.16	
23820	Pneudraulic Systems Mechanic	26.64	
23850	Rigger	26.64	
23870	Scale Mechanic	23.24	
23890	Sheet-Metal Worker, Maintenance	26.40	
23910	Small Engine Mechanic	22.63	
23931	Telecommunications Mechanic I	29.24	
23932	Telecommunications Mechanic II	30.96	
23950	Telephone Lineman	29.00	
23960	Welder, Combination, Maintenance	22.42	
23965	Well Driller	24.97	
23970	Woodcraft Worker	26.64	
23980	Woodworker	20.12	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.95	***
24570	Child Care Attendant	11.26	***

24580	Child Care Center Clerk	14.04	***
24610	Chore Aide	13.86	***
24620	Family Readiness And Support Services Coordinator	15.95	***
24630	Homemaker	15.95	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.30	
25040	Sewage Plant Operator	23.64	
25070	Stationary Engineer	26.30	
25190	Ventilation Equipment Tender	18.27	
25210	Water Treatment Plant Operator	23.64	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	22.40	
27007	Baggage Inspector	15.00	***
27008	Corrections Officer	19.16	
27010	Court Security Officer	23.59	
27030	Detection Dog Handler	16.78	
27040	Detention Officer	19.16	
27070	Firefighter	29.10	
27101	Guard I	15.00	***
27102	Guard II	16.78	
27131	Police Officer I	26.47	
27132	Police Officer II	29.42	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	16.17	***
28042	Carnival Equipment Repairer	17.57	
28043	Carnival Worker	11.80	***
28210	Gate Attendant/Gate Tender	18.91	
28310	Lifeguard	14.40	***
28350	Park Attendant (Aide)	21.15	
28510	Recreation Aide/Health Facility Attendant	15.43	***
28515	Recreation Specialist	24.20	
28630	Sports Official	16.84	
28690	Swimming Pool Operator	20.30	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.24	
29020	Hatch Tender	23.24	
29030	Line Handler	23.24	
29041	Stevedore I	21.69	
29042	Stevedore II	24.95	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.31	
30022	Archeological Technician II	20.48	
30023	Archeological Technician III	25.37	
30030	Cartographic Technician	25.37	
30040	Civil Engineering Technician	23.31	
30051	Cryogenic Technician I	28.10	
30052	Cryogenic Technician II	31.04	
30061	Drafter/CAD Operator I	18.31	
30062	Drafter/CAD Operator II	20.48	
30063	Drafter/CAD Operator III	22.83	
30064	Drafter/CAD Operator IV	28.10	
30081	Engineering Technician I	16.31	
30082	Engineering Technician II	18.31	
30083	Engineering Technician III	20.48	

30084	Engineering Technician IV	25.37
30085	Engineering Technician V	31.04
30086	Engineering Technician VI	37.55
30090	Environmental Technician	21.80
30095	Evidence Control Specialist	25.37
30210	Laboratory Technician	25.15
30221	Latent Fingerprint Technician I	28.10
30222	Latent Fingerprint Technician II	31.04
30240	Mathematical Technician	25.37
30361	Paralegal/Legal Assistant I	19.07
30362	Paralegal/Legal Assistant II	23.63
30363	Paralegal/Legal Assistant III	28.91
30364	Paralegal/Legal Assistant IV	34.98
30375	Petroleum Supply Specialist	31.04
30390	Photo-Optics Technician	24.08
30395	Radiation Control Technician	31.04
30461	Technical Writer I	25.37
30462	Technical Writer II	31.04
30463	Technical Writer III	37.55
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.10
30502	Weather Forecaster II	34.18
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.83
30621	Weather Observer, Senior	(see 2) 25.37

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	12.70	***
31030	Bus Driver	18.03	
31043	Driver Courier	17.18	
31260	Parking and Lot Attendant	14.77	***
31290	Shuttle Bus Driver	15.89	***
31310	Taxi Driver	13.35	***
31361	Truckdriver, Light	18.68	
31362	Truckdriver, Medium	20.42	
31363	Truckdriver, Heavy	23.29	
31364	Truckdriver, Tractor-Trailer	23.29	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.53	***
99050	Desk Clerk	12.51	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	13.68	***
99252	Laboratory Animal Caretaker II	14.87	***
99260	Marketing Analyst	28.91	
99310	Mortician	26.22	
99410	Pest Controller	23.76	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	26.04	
99711	Recycling Specialist	31.54	
99730	Refuse Collector	23.02	
99810	Sales Clerk	14.02	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	30.41	
99831	Surveying Aide	18.88	
99832	Surveying Technician	25.67	
99840	Vending Machine Attendant	19.51	
99841	Vending Machine Repairer	23.16	
99842	Vending Machine Repairer Helper	19.51	

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined

in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence

of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR

4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

<<< Wage Determination No. : 2015-5401

States/Territories. : Montana

Revision No. : 19

Date Of Last Revision : 12/27/2022

Header:

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage determination,
	if it is higher) for all hours spent
	performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Flathead, Lake, Lincoln, Mineral, Ravalli, Sanders

Wage Determinants Table:

1. Administrative Support And Clerical Occupations

Code	Title	Rate	Note
01011	Accounting Clerk I	14.87	***
01012	Accounting Clerk II	16.70	
01013	Accounting Clerk III	18.68	
01020	Administrative Assistant	24.03	
01035	Court Reporter	19.13	
01041	Customer Service Representative I	13.85	***
01042	Customer Service Representative II	15.11	***
01043	Customer Service Representative III	16.96	
01051	Data Entry Operator I	13.21	***
01052	Data Entry Operator II	14.41	***
01060	Dispatcher, Motor Vehicle	18.74	
01070	Document Preparation Clerk	15.22	***
01090	Duplicating Machine Operator	15.22	***
01111	General Clerk I	13.89	***
01112	General Clerk II	15.16	***
01113	General Clerk III	17.02	
01120	Housing Referral Assistant	21.32	
01141	Messenger Courier	12.42	***
01191	Order Clerk I	13.96	***
01192	Order Clerk II	15.22	***
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	25.07	
01290	Rental Clerk	14.16	***
01300	Scheduler, Maintenance	17.09	
01311	Secretary I	17.09	
01312	Secretary II	19.13	
01313	Secretary III	21.32	
01320	Service Order Dispatcher	16.75	
01410	Supply Technician	24.03	
01420	Survey Worker	14.73	***
01460	Switchboard Operator/Receptionist	14.15	***
01531	Travel Clerk I	16.08	***
01532	Travel Clerk II	17.23	
01533	Travel Clerk III	18.36	
01611	Word Processor I	15.22	***
01612	Word Processor II	17.09	
01613	Word Processor III	19.13	

2. Automotive Service Occupations

Code	Title	Rate	Note
05005	Automobile Body Repairer, Fiberglass	22.69	
05010	Automotive Electrician	19.20	
05040	Automotive Glass Installer	17.88	
05070	Automotive Worker	17.88	
05110	Mobile Equipment Servicer	15.48	***
05130	Motor Equipment Metal Mechanic	20.50	
05160	Motor Equipment Metal Worker	17.88	
05190	Motor Vehicle Mechanic	20.50	
05220	Motor Vehicle Mechanic Helper	14.24	***
05250	Motor Vehicle Upholstery Worker	16.68	
05280	Motor Vehicle Wrecker	17.88	
05310	Painter, Automotive	19.20	
05340	Radiator Repair Specialist	17.88	
05370	Tire Repairer	17.09	
05400	Transmission Repair Specialist	20.50	

3. Food Preparation And Service Occupations

Code	Title	Rate	Note
07010	Baker	13.16	***
07041	Cook I	14.30	***
07042	Cook II	16.52	
07070	Dishwasher	10.88	***
07130	Food Service Worker	12.85	***
07210	Meat Cutter	17.68	
07260	Waiter/Waitress	9.94	***

4. Furniture Maintenance And Repair Occupations

Code	Title	Rate	Note
09010	Electrostatic Spray Painter	21.26	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	21.26	
09090	Furniture Refinisher Helper	16.82	
09110	Furniture Repairer, Minor	19.18	
09130	Upholsterer	21.26	

5. General Services And Support Occupations

Code	Title	Rate	Note
11030	Cleaner, Vehicles	14.08	***
11060	Elevator Operator	14.08	***
11090	Gardener	23.29	
11122	Housekeeping Aide	14.11	***
11150	Janitor	14.11	***
11210	Laborer, Grounds Maintenance	17.69	
11240	Maid or Houseman	12.80	***
11260	Pruner	15.64	***
11270	Tractor Operator	21.43	
11330	Trail Maintenance Worker	17.69	

11360	Window Cleaner	15.96	***
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6. Health Occupations

Code	Title	Rate	Note
12010	Ambulance Driver	15.73	***
12011	Breath Alcohol Technician	19.77	
12012	Certified Occupational Therapist Assistant	27.13	
12015	Certified Physical Therapist Assistant	26.39	
12020	Dental Assistant	17.81	
12025	Dental Hygienist	41.85	
12030	EKG Technician	32.45	
12035	Electroneurodiagnostic Technologist	32.45	
12040	Emergency Medical Technician	15.73	***
12071	Licensed Practical Nurse I	17.68	
12072	Licensed Practical Nurse II	19.77	
12073	Licensed Practical Nurse III	22.03	
12100	Medical Assistant	17.85	
12130	Medical Laboratory Technician	31.64	
12160	Medical Record Clerk	16.40	
12190	Medical Record Technician	18.34	
12195	Medical Transcriptionist	17.56	
12210	Nuclear Medicine Technologist	43.44	
12221	Nursing Assistant I	11.94	***
12222	Nursing Assistant II	13.42	***
12223	Nursing Assistant III	14.64	***
12224	Nursing Assistant IV	16.44	
12235	Optical Dispenser	18.18	
12236	Optical Technician	17.68	
12250	Pharmacy Technician	18.02	
12280	Phlebotomist	17.85	
12305	Radiologic Technologist	29.12	
12311	Registered Nurse I	24.38	
12312	Registered Nurse II	29.83	
12313	Registered Nurse II, Specialist	29.83	
12314	Registered Nurse III	36.08	
12315	Registered Nurse III, Anesthetist	36.08	
12316	Registered Nurse IV	43.26	
12317	Scheduler (Drug and Alcohol Testing)	24.49	
12320	Substance Abuse Treatment Counselor	22.66	

7. Information And Arts Occupations

Code	Title	Rate	Note
13011	Exhibits Specialist I	21.06	
13012	Exhibits Specialist II	26.09	
13013	Exhibits Specialist III	31.91	
13041	Illustrator I	21.06	
13042	Illustrator II	26.09	
13043	Illustrator III	31.91	
13047	Librarian	28.89	
13050	Library Aide/Clerk	16.76	
13054	Library Information Technology Systems Administrator	26.09	
13058	Library Technician	15.52	***
13061	Media Specialist I	18.83	
13062	Media Specialist II	21.06	
13063	Media Specialist III	23.47	
13071	Photographer I	16.00	***
13072	Photographer II	17.98	
13073	Photographer III	22.28	
13074	Photographer IV	27.13	
13075	Photographer V	32.98	
13090	Technical Order Library Clerk	21.06	
13110	Video Teleconference Technician	18.83	

8. Information Technology Occupations

Code	Title	Rate	Note
14041	Computer Operator I	15.62	***
14042	Computer Operator II	17.47	
14043	Computer Operator III	19.48	
14044	Computer Operator IV	21.69	

14045	Computer Operator V		23.98
14071	Computer Programmer I	(see 1)	22.49
14072	Computer Programmer II	(see 1)	nan
14073	Computer Programmer III	(see 1)	nan
14074	Computer Programmer IV	(see 1)	nan
14101	Computer Systems Analyst I	(see 1)	nan
14102	Computer Systems Analyst II	(see 1)	nan
14103	Computer Systems Analyst III	(see 1)	nan
14150	Peripheral Equipment Operator		15.62 ***
14160	Personal Computer Support Technician		21.69
14170	System Support Specialist		29.92

9. Instructional Occupations

Code	Title		Rate	Note
15010	Aircrew Training Devices Instructor (Non-Rated)		30.70	
15020	Aircrew Training Devices Instructor (Rated)		37.13	
15030	Air Crew Training Devices Instructor (Pilot)		44.52	
15050	Computer Based Training Specialist / Instructor		30.70	
15060	Educational Technologist		29.85	
15070	Flight Instructor (Pilot)		44.52	
15080	Graphic Artist		21.80	
15085	Maintenance Test Pilot, Fixed, Jet/Prop		44.52	
15086	Maintenance Test Pilot, Rotary Wing		44.52	
15088	Non-Maintenance Test/Co-Pilot		44.52	
15090	Technical Instructor		29.25	
15095	Technical Instructor/Course Developer		35.78	
15110	Test Proctor		23.62	
15120	Tutor		23.62	

10. Laundry, Dry-Cleaning, Pressing And Related Occupations

Code	Title		Rate	Note
16010	Assembler		10.06	***
16030	Counter Attendant		10.06	***
16040	Dry Cleaner		11.89	***
16070	Finisher, Flatwork, Machine		10.06	***
16090	Presser, Hand		10.06	***
16110	Presser, Machine, Drycleaning		10.06	***
16130	Presser, Machine, Shirts		10.06	***
16160	Presser, Machine, Wearing Apparel, Laundry		10.06	***
16190	Sewing Machine Operator		12.68	***
16220	Tailor		13.50	***
16250	Washer, Machine		10.54	***

11. Machine Tool Operation And Repair Occupations

Code	Title		Rate	Note
19010	Machine-Tool Operator (Tool Room)		25.10	
19040	Tool And Die Maker		31.09	

12. Materials Handling And Packing Occupations

Code	Title		Rate	Note
21020	Forklift Operator		20.46	
21030	Material Coordinator		25.07	
21040	Material Expediter		25.07	
21050	Material Handling Laborer		14.95	***
21071	Order Filler		14.28	***
21080	Production Line Worker (Food Processing)		20.46	
21110	Shipping Packer		14.76	***
21130	Shipping/Receiving Clerk		14.76	***
21140	Store Worker I		13.02	***
21150	Stock Clerk		18.52	
21210	Tools And Parts Attendant		20.46	
21410	Warehouse Specialist		20.46	

13. Mechanics And Maintenance And Repair Occupations

Code	Title		Rate	Note
23010	Aerospace Structural Welder		30.19	
23019	Aircraft Logs and Records Technician		23.21	

23021	Aircraft Mechanic I	28.52	
23022	Aircraft Mechanic II	30.19	
23023	Aircraft Mechanic III	31.94	
23040	Aircraft Mechanic Helper	19.81	
23050	Aircraft, Painter	26.71	
23060	Aircraft Servicer	23.21	
23070	Aircraft Survival Flight Equipment Technician	26.71	
23080	Aircraft Worker	24.88	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.88	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.52	
23110	Appliance Mechanic	25.10	
23120	Bicycle Repairer	20.23	
23125	Cable Splicer	47.62	
23130	Carpenter, Maintenance	22.89	
23140	Carpet Layer	23.17	
23160	Electrician, Maintenance	28.78	
23181	Electronics Technician Maintenance I	27.25	
23182	Electronics Technician Maintenance II	29.26	
23183	Electronics Technician Maintenance III	31.25	
23260	Fabric Worker	21.81	
23290	Fire Alarm System Mechanic	26.80	
23310	Fire Extinguisher Repairer	20.23	
23311	Fuel Distribution System Mechanic	26.80	
23312	Fuel Distribution System Operator	20.23	
23370	General Maintenance Worker	18.16	
23380	Ground Support Equipment Mechanic	28.52	
23381	Ground Support Equipment Servicer	23.21	
23382	Ground Support Equipment Worker	24.88	
23391	Gunsmith I	20.23	
23392	Gunsmith II	23.37	
23393	Gunsmith III	26.80	
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.32	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.69	
23430	Heavy Equipment Mechanic	26.91	
23440	Heavy Equipment Operator	23.33	
23460	Instrument Mechanic	26.80	
23465	Laboratory/Shelter Mechanic	25.10	
23470	Laborer	14.95	***
23510	Locksmith	25.10	
23530	Machinery Maintenance Mechanic	27.91	
23550	Machinist, Maintenance	19.28	
23580	Maintenance Trades Helper	16.82	
23591	Metrology Technician I	26.80	
23592	Metrology Technician II	28.37	
23593	Metrology Technician III	30.01	
23640	Millwright	26.80	
23710	Office Appliance Repairer	25.10	
23760	Painter, Maintenance	19.96	
23790	Pipefitter, Maintenance	28.81	
23810	Plumber, Maintenance	25.16	
23820	Pneudraulic Systems Mechanic	26.80	
23850	Rigger	26.80	
23870	Scale Mechanic	23.37	
23890	Sheet-Metal Worker, Maintenance	26.80	
23910	Small Engine Mechanic	23.37	
23931	Telecommunications Mechanic I	29.41	
23932	Telecommunications Mechanic II	31.14	
23950	Telephone Lineman	24.12	
23960	Welder, Combination, Maintenance	23.56	
23965	Well Driller	26.80	
23970	Woodcraft Worker	26.80	
23980	Woodworker	20.23	

14. Personal Needs Occupations

Code	Title	Rate	Note
24550	Case Manager	15.35	***
24570	Child Care Attendant	11.33	***
24580	Child Care Center Clerk	14.13	***
24610	Chore Aide	13.80	***

24620	Family Readiness And Support Services Coordinator	15.35	***
24630	Homemaker	15.35	***

15. Plant And System Operations Occupations

Code	Title	Rate	Note
25010	Boiler Tender	26.05	
25040	Sewage Plant Operator	21.45	
25070	Stationary Engineer	26.05	
25190	Ventilation Equipment Tender	18.09	
25210	Water Treatment Plant Operator	21.45	

16. Protective Service Occupations

Code	Title	Rate	Note
27004	Alarm Monitor	20.01	
27007	Baggage Inspector	15.01	***
27008	Corrections Officer	19.14	
27010	Court Security Officer	22.23	
27030	Detection Dog Handler	16.79	
27040	Detention Officer	19.14	
27070	Firefighter	24.83	
27101	Guard I	15.01	***
27102	Guard II	16.79	
27131	Police Officer I	24.56	
27132	Police Officer II	27.30	

17. Recreation Occupations

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.33	
28042	Carnival Equipment Repairer	18.84	
28043	Carnival Worker	12.65	***
28210	Gate Attendant/Gate Tender	17.66	
28310	Lifeguard	14.87	***
28350	Park Attendant (Aide)	19.75	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	23.13	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	21.76	

18. Stevedoring/Longshoremen Occupational Services

Code	Title	Rate	Note
29010	Blocker And Bracer	23.37	
29020	Hatch Tender	23.37	
29030	Line Handler	23.37	
29041	Stevedore I	21.81	
29042	Stevedore II	25.10	

19. Technical Occupations

Code	Title	Rate	Note
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.26	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.46	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33	
30021	Archeological Technician I	18.32	
30022	Archeological Technician II	20.51	
30023	Archeological Technician III	25.40	
30030	Cartographic Technician	25.40	
30040	Civil Engineering Technician	25.01	
30051	Cryogenic Technician I	28.13	
30052	Cryogenic Technician II	31.07	
30061	Drafter/CAD Operator I	18.32	
30062	Drafter/CAD Operator II	20.51	
30063	Drafter/CAD Operator III	22.86	
30064	Drafter/CAD Operator IV	28.13	
30081	Engineering Technician I	16.07	***
30082	Engineering Technician II	18.04	
30083	Engineering Technician III	20.18	
30084	Engineering Technician IV	25.01	
30085	Engineering Technician V	30.59	

30086	Engineering Technician VI	37.00
30090	Environmental Technician	25.01
30095	Evidence Control Specialist	25.40
30210	Laboratory Technician	22.50
30221	Latent Fingerprint Technician I	28.13
30222	Latent Fingerprint Technician II	31.07
30240	Mathematical Technician	25.40
30361	Paralegal/Legal Assistant I	19.11
30362	Paralegal/Legal Assistant II	23.67
30363	Paralegal/Legal Assistant III	28.96
30364	Paralegal/Legal Assistant IV	35.05
30375	Petroleum Supply Specialist	31.07
30390	Photo-Optics Technician	24.97
30395	Radiation Control Technician	31.07
30461	Technical Writer I	25.01
30462	Technical Writer II	30.59
30463	Technical Writer III	37.00
30491	Unexploded Ordnance (UXO) Technician I	26.22
30492	Unexploded Ordnance (UXO) Technician II	31.73
30493	Unexploded Ordnance (UXO) Technician III	38.03
30494	Unexploded (UXO) Safety Escort	26.22
30495	Unexploded (UXO) Sweep Personnel	26.22
30501	Weather Forecaster I	28.13
30502	Weather Forecaster II	34.22
30620	Weather Observer, Combined Upper Air Or Programs	(see 2) Surface 22.86
30621	Weather Observer, Senior	(see 2) 25.40

20. Transportation/Mobile Equipment Operation Occupations

Code	Title	Rate	Note
31010	Airplane Pilot	31.73	
31020	Bus Aide	13.74	***
31030	Bus Driver	19.50	
31043	Driver Courier	15.91	***
31260	Parking and Lot Attendant	12.15	***
31290	Shuttle Bus Driver	17.29	
31310	Taxi Driver	14.04	***
31361	Truckdriver, Light	17.29	
31362	Truckdriver, Medium	19.50	
31363	Truckdriver, Heavy	23.09	
31364	Truckdriver, Tractor-Trailer	23.09	

21. Miscellaneous Occupations

Code	Title	Rate	Note
99020	Cabin Safety Specialist	15.47	***
99030	Cashier	11.44	***
99050	Desk Clerk	12.76	***
99095	Embalmer	26.22	
99130	Flight Follower	26.22	
99251	Laboratory Animal Caretaker I	16.30	
99252	Laboratory Animal Caretaker II	17.72	
99260	Marketing Analyst	27.98	
99310	Mortician	26.22	
99410	Pest Controller	20.35	
99510	Photofinishing Worker	13.78	***
99710	Recycling Laborer	24.24	
99711	Recycling Specialist	29.36	
99730	Refuse Collector	21.43	
99810	Sales Clerk	13.79	***
99820	School Crossing Guard	14.80	***
99830	Survey Party Chief	27.13	
99831	Surveying Aide	16.85	
99832	Surveying Technician	22.91	
99840	Vending Machine Attendant	14.09	***
99841	Vending Machine Repairer	17.69	
99842	Vending Machine Repairer Helper	14.09	***

Footer:

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under

29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract. Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications; (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400). Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day).

However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)). Information required by the Regulations must be submitted on SF-1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested

are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).